



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO

5830

IO/ccu

17 Nov 19

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Commanding General, Force Headquarters Group

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES
SURROUNDING HOTLINE COMPLAINT 22099 IN CASE OF (b)(6), (b)(7)c
(b)(6), (b)(7)c /0802 USMC

Ref: (a) JAGINST 5800.7F (JAGMAN)
(b) UCMJ
(c) ForO 7040.1 W/ CH 1 dtd 5 Sep 2013

Encl: (1) Appointing Order, dated 28 Oct 2019
(2) Hotline Complaint #22099
(3) rview dtd 31 Oct 2019
(4) terview dtd 31 Oct 2019
(5) interview dtd 31 Oct 2019
(6) una interview dtd 31 Oct 2019
(7) terview dtd 31 Oct 2019
(8) terview dtd 31 Oct 2019
(9) rview dtd 31 Oct 2019
(10) (b)(6), (b)(7)c erview dtd 31 Oct 2019
(11) interview dtd 31 Oct 2019
(12) nterview dtd 31 Oct 2019
(13) rview dtd 31 Oct 2019
(14) nterview dtd 1 Nov 2019
(15) r interview dtd 1 Nov 2019
(16) interview dtd 1 Nov 2019
(17) Sgt Ho interview dtd 1 Nov 2019
(18) erview dtd 1 Nov 2019
(19) interview dtd 1 Nov 2019
(20) interview dtd 1 Nov 2019
(21) interview dtd 1 Nov 2019
(22) terview dtd 1 Nov 2019
(23) interview dtd 1 Nov 2019
(24) (b)(6), (b)(7)c terview dtd 4 Nov 2019
(25) erview dtd 4 Nov 2019
(26) interview dtd 4 Nov 2019
(27) nterview dtd 5 Nov 2019
(28) nterview dtd 5 Nov 2019
(29) interview dtd 5 Nov 2019
(30) terview dtd 5 Nov 2019
(31) 3270 screen shot dtd 5 Nov 2019
(32) MARADMIN 429/19
(33) MARADMIN 502/19
(34) GAL screen shot dtd 6 Nov 2019
(35) 3d ANGLICO October 2019 SITREP

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(b)(6), (b)(7)c '0802 USMC

(b)(6), (b)(7)c	SgtMaj	(b)(6), (b)(7)c
	1st Bde Comm Chief	by e-mail
	I&I 1stSgt	by e-mail

3. Actions and observations by the Investigating Officer (IO).

- a. On 28 Oct 2019, called and spoke with (b)(6), (b)(7)c MFR legal.
- b. On 30 Oct 2019 at 1510 called the cell number of (b)(6), (b)(7)c
(b)(6), (b)(7)c I introduced myself, explained I would be there tomorrow
due to an IG complaint. He asked the nature of the complaint, which I
shared - "toxic command climate".
- c. On 30 Oct 2019 at 1945 commenced travel to Bell, CA.
- d. On 31 Oct 2019 at 0800 I arrived at the HTC of 3d ANGLICO.
- e. On 31 Oct 2019 at 0810 I briefly spoke with (b)(6), (b)(7)c
and commenced conducting interviews.
- f. On 1 Nov 2019 from 0830 to 1830, interviews were conducted at
3d ANGLICO.

FINDINGS OF FACT

• **Baseline/Background**

1. (b)(6), (b)(7)c is the Inspector Instructor
(I&I) for 3d ANGLICO. (Encls. (2) and (23))
2. (b)(6), (b)(7)c assumed the position of I&I for 3d ANGLICO in June
2018. (Encl. (23))
3. (b)(6), (b)(7)c conducted a command climate (DEOCS) for the I&I
staff shortly after his arrival, ~ Sep 2018. (Encls. (3), (7), (10),
(12), (14), (16), (17), (22) and (23))
4. (b)(6), (b)(7)c discussed with the I&I staff the results of the
command climate survey. (Encl. (22))
5. (b)(6), (b)(7)c is the Commanding Officer of 3d ANGLICO. (Encls. (8)
and (13))
6. (b)(6), (b)(7)c assumed the position of Commanding Officer of 3d
ANGLICO in February 2018. (Encl. (8))
7. (b)(6), (b)(7)c conducted a command climate survey ~ September 2018.
(Encls. (8), (13) and (26))

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(b)(6), (b)(7)c '0802 USMC

25. (b)(6), (b)(7)c was the previous SgtMaj for 3d ANGLICO. (Encl. {28})
26. (b)(6), (b)(7)c reached his EAS on 1 Oct 2019. (Encl. {31})
27. (b)(6), (b)(7)c was perceived to be a source of friction between the SMCR and I&I staff. (Encl. {28})
28. (b)(6), (b)(7)c is the senior enlisted advisor for the I&I staff of 3d ANGLICO. (Encl. {22})
29. (b)(6), (b)(7)c rotates from the I&I staff of 3d ANGLICO in January 2020. (Encl. {22})
30. Of the 17 members of the I&I staff interviewed 11 (64.7%) have a commute to work of 1 hour or greater. (Encls. {3-6}, {12}, {14}, {17}, {19}, and {21-23})
31. Four members (20%) of the I&I have at least one direction of their commute equal to or greater than 1.5 hours. (Encls. {3}, {17}, {19}, and {21})
32. (b)(6), (b)(7)c published a memorandum 'expectations about guidance'. (Encls. {4}, {12} and {17})
33. The 1stSgt's memorandum is dated 19 Aug 2019. (Encls. {4}, {12} and {17})
34. The 1stSgt's memorandum directed personnel to be in the office, in the proper uniform of the day by 0800 daily, unless specified. (Encls. {4}, {12} and {17})
35. The 1stSgt's memorandum directed a daily meeting at 1630. (Encls. {4}, {12} and {17})
36. (b)(6), (b)(7)c via e-mail directed a mandatory unit event on the weekend, 2 November, college football game. (Encl. {12})
37. (b)(6), (b)(7)c directed I&I staff not to complain or grumble about the unit event for 2 November. (Encl. {12})
38. 'Liberty request submitted requesting leave dates during the week of drill will not be approved, ... emergency and case by case circumstances will be addressed'. (Encls. {4} and {12})
39. 'An established chain of command creates efficient information passing when reporting problems or communicating with members of the 3d ANGLICO staff members'. (Encls. {4} and {12})
40. This command leadership would listen and try to find a solution

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(b)(6), (b)(7)c /0802 USMC

54. (b)(6), (b)(7)c generated a leave request on 12 Aug 2019. (Encl. (12))
55. (b)(6), (b)(7)c requested leave dates of 20 and 21 October 2019. (Encl. (12))
56. (b)(6), (b)(7)c request reached 1stSgt Audu on 12 August 2019. (Encl. (12))
57. (b)(6), (b)(7)c forwarded the request to the I&I on 15 October 2019. (Encl. (12))
58. (b)(6), (b)(7)c forwarded the request, 'Not Recommended'. (Encl. (12))
59. (b)(6), (b)(7)c leave request was denied by the I&I on 16 October 2019. (Encl. (12) and (23))
60. (b)(6), (b)(7)c leave request for 20 and 21 October was denied. (Encl. (12))
61. October 20 and 21, 2019 were drills for 3d ANGLICO. (Encl. (4))

• **Issue #4 - No leave of 2 days or more until April 2020**

62. 3d ANGLICO is scheduled for FSMAO late March early April 2020. (Encls. (3), (7-10), (12-19), (21-23) and (26))
63. Guidance passed has been to limit leave between now and FSMAO, depending on the status of that Marine's section. (Encls. (3), (4), (7), (10), (14), (16-18) and (21))

• **Issue #5 - Force Order, Marine Corps Ball money handling**

64. Force Order 7040.1 is titled "Marine Corps Ball Guidance". (Ref (c))
65. ForO 7040.1 Ch 1 was signed 5 Sep 2013. (Ref (c))
66. Maintain two-person integrity over Tier 2 funds. (Ref (c))
67. Account for ALL income and expenditures. (Ref (c))
68. Establish a bank account for the Marine Corps Birthday Ball Funding Raising Association. (Ref (c))
69. Do not accept cash for ticket purchases - require checks for tracking. (Ref (c) and Encl. (20))

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(b)(6), (b)(7)c 0802 USMC

86. One Marine described the 3d ANGLICO work environment as: 'Good'. (Encl. (5))
87. One Marine described the 3d ANGLICO work environment as: 'I love the command'. (Encl. (18))
88. One Marine described the 3d ANGLICO work environment as: 'hectic on drill weekends'. (Encl. (5))
89. One Marine described the 3d ANGLICO work environment as: 'Lack of communication'. (Encl. (10))
90. One Marine described the 3d ANGLICO work environment as: 'Dynamic'. (Encl. (19))
91. One Marine described the 3d ANGLICO work environment as: 'I dread coming to work'. (Encl. (16))
92. Two Marines described the 3d ANGLICO work environment as, "This type of command environment is driving me to EAS". (Encls. (3) and (7))
93. Three Marines described the 3d ANGLICO work environment as: 'micromanaging /stressful'. (Encls. (3), (9) and (14))
- Interviewee's recommended items to change at 3d ANGLICO
94. One Marine recommended: 'More events as unit'. (Encl. (5))
95. One Marine recommended: 'For leadership to understand the time it takes to perform a task'. (Encl. (3))
96. One Marine recommended: 'Make a day event'. (Encl. (21))
97. One Marine recommended: 'Understand the disconnect between shops at the command'. (Encl. (6))
98. One Marine recommended: 'Allow another comp day'. (Encl. (24))
99. One Marine recommended: 'Fix the relationship with the I&I'. (Encl. (24))
100. One Marine recommended: 'Improve the SMCR planning'. (Encl. (10))
101. One Marine recommended: 'Replace the I&I and 1stSgt'. (Encl. (12))
102. One Marine recommended: 'Conduct a command climate survey, then have an honest discussion'. (Encl. (13))

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wrongdoing to file a complaint. (Ref (b))

119. Case #22099 was submitted anonymously. (Encl. (2))

• PFTs

120. For the PFT season of 1 Jan 2019 to 30 June 2019 3d ANGLICO conducted 16 PFTs. (Encl. (30))

121. From 1 Jan 2019 to 30 Jun 2019 3d ANGLICO performed 16 days of drill, (32 four hour block drill periods). (Encls. (4) and (30))

122. 3d ANGLICO conducted a PFT on every drill date from 1 Jan 2019 to 30 June 2019. (Encls. (4) and (30))

123. Between 1 Jan 2019 and 30 Jun 2019 there were 10 NAVMC 11622s submitted by SMCR personnel. (Encl. (30))

124. Approximately 4.36% of 3d ANGLICO submitted NAVMC 11622s, not taking their PFT at the unit for the period 1 Jan 2019 to 30 Jun 2019. (Encls. (30) and (35))

125. Four of the ten NAVMCs are incomplete or suspect to authenticity and accuracy. (Encl. (30))

126. (b)(6), (b)(7)c submitted a NAVMC 11622 for a PFT with the date block showing the use of correction tape and thus no date is reflected. (Encl. (30))

127. The observer for (b)(6), (b)(7)c PFT dated the document 28 Jun 2019. (Encl. (30))

128. (b)(6), (b)(7)c submitted a NAVMC 11622 for a PFT administered on 18 Jun 2019. (Encl. (30))

129. (b)(6), (b)(7)c administered the PFT for (b)(6), (b)(7)c (Encl. (30))

130. (b)(6), (b)(7)c is a member of 3d ANGLICO. (Encl. (30))

131. (b)(6), (b)(7)c is not a Command Physical Training Representative (CPTR). (Encl. (30))

132. (b)(6), (b)(7)c submitted a NAVMC 11622 for a PFT conducted on 13 Jun 2019. (Encl. (30))

133. (b)(6), (b)(7)c administered the PFT (b)(6), (b)(7)c (Encl. (30))

134. (b)(6), (b)(7)c is currently assigned to MCICOM, Washington DC. (Encl. (37))

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ANGLICO (Encl. (33))

152. The projected change of command (PCOC) date for 3d ANGLICO is June 2020. (Encl. (33))

• Additional information

153. (b)(6), (b)(7)c is frustrated with himself for not pressing the SMCR side for increased accountability at the beginning of his tour. (Encl. (23))

154. (b)(6), (b)(7)c acknowledges that he is not perfect, desires to make adjustments. (Encl. (23))

155. (b)(6), (b)(7)c and the I&I prior to (b)(6), (b)(7)c did not have a good working relationship. (Encl. (27))

156. An ID scanning system was utilized for a time period at 3d ANGLICO, in an attempt to improve accountability efficiency. (Encl. (26))

157. It has been acknowledged by the SMCR and I&I teams that the ID scanning system and process is not effective. (Encls. (23) and (26))

158. Accountability of SMCR personnel is poor for drill weekends. (Encls. (7), (22), (23) and (26-28))

159. A Marine at the October 2019 drill forged another Marine's name in the ATP logbook. (Encls. (22), (28) and (38))

160. (b)(6), (b)(7)c forged (b)(6), (b)(7)c name in the ATP logbook. (Encl. (38))

161. At the October 2019 drill, 7 Marines were left behind at the HTC during a unit movement to Camp Pendleton. (Encls. (22), (27) and (28))

162. (b)(6), (b)(7)c departed 3d ANGLICO I&I staff in the November/December 2018 timeframe. (Encl. (22))

163. (b)(6), (b)(7)c departed 3d ANGLICO I&I staff in March 2019. (Encl. (22))

164. When (b)(6), (b)(7)c left 3d ANGLICO I&I staff he requested to add (b)(6), (b)(7)c as a dependent. (Encl. (22))

165. (b)(6), (b)(7)c were professional in the work setting, creating no suspicions of any impropriety. (Encl. (22))

166. The I&I S-1 staff was recently moved into the SMCR Operations

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(b)(6), (b)(7)c /0802 USMC

111]

5. There is not an issue with Marines being allowed to attend medical appointments, Issue #2. [FFs: 32, 33, 45 and 46]

6. Marines are encouraged to share their medical scheduling efforts, while reducing conflict with the work schedule. [FFs: 32, 33, and 46]

7. If an appointment will result in over half of the day of work being missed, a day of leave is required to be submitted. [FFs: 32, 33, and 46]

8. I find no merit and no action needed in reference to Issue #2. [FFs: 32, 33, 45 and 46]

9. Marines are discouraged from taking leave during a drill weekend, Issue #3. [FFs: 32, 33, 47 and 48]

10. If requested ahead of time and on a case by case basis, leave will be approved for a drill weekend. [FFs: 32, 33, and 48]

11. (b)(6), (b)(7)c did take leave for the October 2019 drill, which did not conflict until 3 months prior, the staff was promptly informed of the conflict. This personal event had been scheduled a year prior. (b)(6), (b)(7)c was correct in his handling of actions pertaining to his attendance of the October 2019 drill. [FFs: 49-53 and 61]

12. Being the I&I for 17 months, October 2019 was the first drill weekend which (b)(6), (b)(7)c did not attend. [FFs: 49, 50, 52 and 53]

13. I find no merit and no action needed in reference to Issue #3. [FFs: 32, 33, 47-53 and 61]

14. That it is generally understood leave can be taken, if items are addressed in your area of responsibility and the request submitted in a timely fashion, Issue #4. [FFs: 39, 40, 62 and 63]

15. The intent is to ensure coverage of sections, while addressing items for the upcoming FSMAO inspection, March 2020. [FFs: 39, 40, 62 and 63]

16. I find no merit and no action needed in reference to Issue #4. [FFs: 39, 40, 62 and 63]

17. The guidance from ForO 7040.1 is outdated and has been surpassed by the financial applications/options available today. [FFs: 64, 65 and 76-83]

18. A genuine effort is being made to ensure that there is an audit trail for the financial transactions pertaining to 3d ANGLICO's MC

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RECOMMENDATIONS

1. That Force Headquarters Group draft and publish some interim clarifying guidance regarding ForO 7040.1 for I&Is to implement.
2. That Marine Forces Reserve review ForO 7040.1 for the possibility of an updated revision, or a re-write.
3. That a preliminary inquiry is promptly conducted into 3d ANGLICO's Marine Corps ball fund. Since (b)(6), (b)(7)c recently joined the command, this would afford him the appropriate amount of objectivity.
4. That a command climate survey is directed for 3d ANGLICO, to be completed no later than 15 Jan 2020.
5. That Force Headquarters Group (FHG) leadership be prepared for the items raised in this investigation to be echoed throughout the command climate survey when received, specifically (1) pay problems for the SMCR and (2) friction between SMCR and I&I staffs.
6. That the change of command for the reserve Commanding Officer is accelerated to February of 2020, for the arrival of (b)(6), (b)(7)c and departure of (b)(6), (b)(7)c
7. That the change of command for the I&I be established for May 2020. MARADMIN 429/19 does not provide a specified time for the arrival of (b)(6), (b)(7)c and the departure of (b)(6), (b)(7)c (b)(6), (b)(7)c is currently stationed at Camp Pendleton. Of note, there is a FSMAO scheduled for late March/early April, thus it is recommended to maintain the current leadership through this inspection, and not add another ripple into the environment of 3d ANGLICO. Additionally, the I&I staff is receiving a new 1stSgt in January 2020.
8. That no later than 30 June 2020 that both (b)(6), (b)(7)c (b)(6), (b)(7)c are flown together to New Orleans for a very frank initial counseling by the FHG Chief of Staff, addressing the following topics:
 - Team work between I&I staff and SMCR staff
 - All drills should not be in the field, just as all drills should not be at the HTC
 - Running a PFT every day of every drill is not an effective use of time
 - Turning rosters in late for buses and other support directly impacts the other half of the team
 - Improved accountability of personnel, which is not achieved by pushing this task down to the Brigade leadership
 - SMCR take charge of physical role call at drills
 - SMCR take charge of muster certification in DMM



UNITED STATES MARINE CORPS
OFFICE OF THE STAFF JUDGE ADVOCATE
MARINE FORCES RESERVE
2000 OPELOUSAS AVENUE
NEW ORLEANS, LOUISIANA 70114-1500

5000-19
SJA/cch
21 Nov 19

MEMORANDUM ENDORSEMENT on (b)(6), (b)(7)c CI 5830 IO/ccu of 17 Nov 19

From: Command Legal Advisor, Force Headquarters Group
To: Commanding General, Force Headquarters Group

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES
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1. This command investigation was reviewed for legal sufficiency and it was determined to comply with all applicable legal and administrative requirements.
2. The investigation adequately addressed the matters raised. The evidence supports the findings of the investigating officer. The opinions and recommendations of the investigating officer are consistent with the findings. There are no errors or irregularities.
3. I am available for questions related to this matter at (b)(6), (b)(7)c

(b)(6), (b)(7)c

FORCE HEADQUARTERS GROUP ROUTING SHEET

(For Internal Routing Within FHG and Subordinate Units Only)

DATE: 20191119									
<div style="display: flex; justify-content: space-between;"> <div style="width: 45%;"> <p style="text-align: center; margin-bottom: 5px;">OPERATION CODE</p> <table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 50%; vertical-align: top;"> X - ORIGINATOR A - APPROPRIATE ACTION B - GUIDANCE C - SIGNATURE D - COMMENT E - RECOMMENDATION F - CONCURRENCE </td> <td style="width: 50%; vertical-align: top;"> G - INFORMATION H - RETURN TO: CPL FORD </td> </tr> </table> </div> <div style="width: 50%;"> <p style="margin-bottom: 5px;">SUBJECT:</p> <p>COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES SURROUNDING HOTLINE COMPLAINT 22099 IN CASE OF (b)(6), (b)(7)c</p> <p style="text-align: center;">(b)(6), (b)(7)c 0802 USMC</p> </div> </div>								X - ORIGINATOR A - APPROPRIATE ACTION B - GUIDANCE C - SIGNATURE D - COMMENT E - RECOMMENDATION F - CONCURRENCE	G - INFORMATION H - RETURN TO: CPL FORD
X - ORIGINATOR A - APPROPRIATE ACTION B - GUIDANCE C - SIGNATURE D - COMMENT E - RECOMMENDATION F - CONCURRENCE	G - INFORMATION H - RETURN TO: CPL FORD								
ROUTING – Use numbers to show order of routing									
RTG #	OPR CODE	ADDRESSEES OFFICE	DATE		INITIALS		NATURE OF ACTION REQUIRED	ORIGINATOR'S INITIALS	DUE DATE (if any)
			IN	OUT	CONCUR	NONCONCUR			
		COMMANDING GENERAL					ROUTINE	KDF	
		DEPUTY COMMANDER					URGENT		
4	A	CHIEF OF STAFF							
3	A	SERGEANT MAJOR							
		STAFF SEC							
		G1 AC/S							
		G1 CHIEF							
2	A	ADJUTANT							
		ADJ CHIEF							
1	X	ADJ CLERK	11/19	11/19	KDF				
		MANPOWER CHIEF							
		G-1 CLERK							
		G-2							
		G-3/5							
		G-4							
		G-6							
		G-7							
		MEDICAL							
		SJA							
		FRO							
		CAREER PLANNER							
		EOA							
		SAPR							
		BEHAVIORAL HEALTH							

REMARKS AND SIGNATURE

A. PURPOSE

B. BACKGROUND.

C. DISCUSSION
None.

D. RECOMMENDATION

Instructions:

*RTG # - Use sequential numbering in order of which office should receive the document next.

*OPR Code – Use codes listed in "Operation Code" block for requested action at each office.

*If office is not listed, use blank spaces to write in requested office and their requested action.



UNITED STATES MARINE CORPS

FORCE HEADQUARTERS GROUP
MARINE FORCES RESERVE
2000 OPELOUSAS AVENUE
NEW ORLEANS, LA 70114-1500

IN REPLY REFER TO
5800
CO
28 Oct 19

From: Commanding General, Force Headquarters Group
To: (b)(6), (b)(7)c /8041 USMCR

Subj: COMMAND INVESTIGATION INTO THE FACTS AND CIRCUMSTANCES
SURROUNDING HOTLINE COMPLAINT 22099 IN CASE OF (b)(6), (b)(7)c
(b)(6), (b)(7)c 0802 USMCR

Ref: (a) JAGINST 5800.7F, Ch-2 (JAGMAN)

Encl: (1) Hotline Complaint #22099

1. Pursuant to the reference, you are appointed to conduct a Command Investigation as soon as possible into the circumstances surrounding the hotline complaint in care of (b)(6), (b)(7)c

(b)(6), (b)(7)c At a minimum, provide a response to the alleged toxic work environment and the issues referred to in Inspector General of the Marine Corps case #22099 and if those issues affect 3d ANGLICO's readiness and deployability.

2. You are to investigate all facts and circumstances surrounding the questions outlined in case #22099. If applicable, you should recommend appropriate administrative or disciplinary action on (b)(6), (b)(7)c or any others involved. Report your findings of fact, opinions, and recommendations by 1630, 22 November 2019, unless an extension of time is granted.

3. You are directed to consult with the Staff Judge Advocate, Force Headquarters Group, prior to conducting your investigation to receive a pre-investigation brief. The Staff Judge Advocate is (b)(6), (b)(7)c. He can be contacted at (b)(6), (b)(7)c or (b)(6), (b)(7)c

(b)(6), (b)(7)c

ACTING

ENCLOSURE (1)



UNITED STATES MARINE CORPS
MARINE FORCES RESERVE
2000 OPELOUSAS AVENUE
NEW ORLEANS, LA 70114-1500

IN REPLY REFER TO
5041
CIG
18 Oct 19

From: Commander
To: Commanding General, Force Headquarters Group (Attn: G-7)

Subj: COMMAND INFORMATION: MARFORRES CASE #22099

Ref: (a) MCO 5430.1A, Marine Corps Inspector General Program
(b) MCO 5370.8A, Marine Corps Hotline Program
(c) Marine Corps Inspector General Program Assistance Guide, August 2009
(d) Marine Corps Inspector General Program Investigation Guide, August 2009

Encl: (1) Anonymous Hotline Complaint; MARFORRES Case #22099

1. In accordance with the references, the enclosure is forwarded to your command for information. The information contained in the enclosure warrants command attention. Investigative merit determination lies with the Commander that has cognizance over the matters identified in the enclosure.

2. Review the enclosure and address the issues raised by the anonymous complaint. At a minimum, provide an appropriate response to the following issues in accordance with ref (b):

a. Issue #1: The Complainant alleges that the Inspector-Instructor, (b)(6), (b)(7)c has created a toxic work environment and has made members of the staff feel uncomfortable.

b. Issue #2: The Complainant alleges that staff members are not allowed to attend medical appointments, unless they have submitted for a day of leave.

c. Issue #3: The Complainant alleges that (b)(6), (b)(7)c has instructed his staff members to not take annual leave during drill weekend, but yet he has taking numerous days off during drill weekends.

d. Issue #4: The Complainant claims that (b)(6), (b)(7)c has ordered that no one is authorized to take more than two days of annual leave from now until after the unit inspection scheduled for April 2020, especially during the holidays.

FOR OFFICIAL USE ONLY

ENCLOSURE (2)

Subj: COMMAND INFORMATION: MARFORRES CASE #22099

e. Issue #5: Is the command in compliance with ForO 7040.1 W CH 1, regarding the unit's 2019 Marine Corps Ball?

3. The Complainant is anonymous.

4. If at any time there is an emergent allegation of Fraud, Waste, Abuse of Authority, or Mismanagement, contact the MARFORRES, CIG, immediately. Emergent allegation(s) should be addressed in accordance with references (b), (c), and (d).

5. Regardless of the action taken by your Command, submit your Referral Response Letter no later than 26 November 2019, with a summary of the complaint, actions taken by the command, and the disposition of those actions. Include the Preliminary Inquiry or Command Investigation as an enclosure to the Referral Response Letter.

6. The point of contact for inquiries related to this matter is

(b)(6), (b)(7)c

By direction



MARINE FORCES RESERVE HOTLINE COMPLAINT FORM

This form is provided for individuals who desires to submit a complaint to the Office of the Command Inspector General (CIG), Marine Forces Reserve (MARFORRES). You may print this form, fill in all of the requested information, and send it by mail to: Marine Forces Reserve (Attn: Command Inspector General/G-7), 2000 Opelousas Ave, New Orleans, LA, 70114-1500, by email (most preferred method) at mfr_hotlines@usmc.mil, or by FAX at (504) 697-9775.

Date: 20191015

1. Do you wish to remain anonymous? Yes x No ____
(If yes, do not identify yourself below)

2. If no, do you want confidentiality? Yes ____ No ____
(If yes, identify yourself below. We will make every effort to protect your identity from disclosure; however, we cannot guarantee confidentiality since disclosure may be required during an investigation or in the course of corrective action.)

3. Are you willing to be interviewed? Yes ____ No ____

4. Have you previously or do you intend to contact the Inspector General of the Marine Corps, Department of Defense Inspector General, or any US Congressman's Office concerning this complaint? Yes ____ No x

5. Your Name: (No nicknames, include maiden name if applicable)

First- _____ MI: _____ Last- _____ Rank/Grade- _____

Mailing Address: _____

Home Telephone: _____ Work Telephone: _____

E-Mail Address: _____

6. Who is involved? Include everyone's first and last names, rank/pay grade, and duty station/place of employment. (Attach additional sheets if necessary)

Subject(s): Who performed the wrongdoing?

1. (b)(6), (b)(7)c
- 2.
- 3.
- 4.

Witness(es): Who are the witnesses?

- 1.
- 2.
- 3.
4. (b)(6), (b)(7)c
- 5.
- 6.

7. What did the subject do or fail to do that was wrong?

(b)(5), (b)(6), (b)(7)c

(b)(5), (b)(6), (b)(7)c

8. What rule, regulation, or law do you think the subject(s) violated?
Article 138, Article 134, and Article 93

9. When did the incident occur? Provide dates and times.

Inspector-Instructor took over command in June of 2018. It took him a few weeks for him to settle in and since Aug 2018 to present day is where the toxic leadership began to emerge.

10. Where did the incident take place? What location, command etc.?

Third Air Naval Gunfire Liaison Company (3D ANGLICO) located in Bell, California.

11. Why do you think the incident took place?

The Inspector-Instructor is very impulsive and never in a good mood. Whatever happens between his phone conferences or outcome from those calls; it seems that he lashes out and takes it out on everyone else.

12. How have you tried to resolve the problem? Have you contacted your chain of command? Have you tried to resolve your complaint using an established process such as Request Mast, Bureau of Corrections of Naval Records, Informal Resolution System, EO/EEO or legal system?

No, the environment and leadership is toxic and I am fearful of retaliation.

13. What do you want the IG to do?

New leadership. The current leadership is tainted and there is a high chance that the leaderships trust cannot be regained at this point. The toxic leadership has gone on for so long that a change in leadership seems to be the only way to solve this current issue.

14. Signature/Acknowledgement.

I certify that all of the statements made in this complaint are true, complete, and correct to the best of my knowledge. I understand that a false statement or concealment of a material fact is a criminal offense (18 U.S. Code §1001; Inspector General Act of 1978, As Amended, § 7).

Signature or Acknowledgment: _____ **Date:** 20191015

MARINE FORCES RESERVE

1 Date: 18 Oct 2019

2. Operations Code		Ref.:
X - ORIGINATOR OR OFFICE AFFIXING ROUTING SHEET	G - INFORMATION	
A - APPROPRIATE ACTION	H - RETURN TO: G-7	
B - GUIDANCE	I - INITIAL	
C - SIGNATURE	J - DISPOSITION	
D - COMMENT	K - DECISION	
E - RECOMMENDATION	L - RETENTION	
F - CONCURRENCE	O - OTHER (Define)	

3. Subj: COMMAND INFO: MFR CASE #22099

4 RT Q	5 OPR CODE	6 ADDRESSEES	7. DATE		8. INITIALS		9. NATURE OF ACTION REQUIRED	ORIGINATOR'S INITIALS	DUE DATE (If any)
			IN	OUT	Conduct	Non Conduct			
		COMMAND SECTION							
		COMMANDER							
		EXECUTIVE DIRECTOR							
		CHIEF OF STAFF							
		SERGEANT MAJOR							
		COMMAND MASTER CHIEF							
		COMMAND DECK ADMIN							
		STAFF SECRETARY							
		ADMIN CHIEF							
		ADMIN CLERK							
		SPECIAL STAFF							
		CHAPLAIN							
		COMPTROLLER							
		COUNSEL							
		EQUAL OPPORTUNITY ADVISOR							
		FACILITIES							
		MCCS							
		PUBLIC AFFAIRS							
		REGIONAL CONTRACTING OFF							
		SAFETY							
		SECURITY MANAGER							
		STAFF JUDGE ADVOCATE							
		GENERAL STAFF							
		G-1							
		G-2							
		G-3/5							
		G-4							
		G-6							
1	X	G-7							
		G-8							
		MAJOR SUBORDINATE COMMANDS (MSCs)							
		CG, 4TH MARDIV							
		CG, 4TH MAW							
		CG, 4TH MLG							
2	A/H	CG, FHG							
		MAJOR SUBORDINATE ELEMENT (MSE)							
		HEADQUARTERS BATTALION							

10. REFERENCES HELD BY (Name, Grade, Office Code, and Telephone Extension)
Mr Mark Stoddard, Investigator, G-7, MARFORRES Ext 7-7292Purpose

Route COMMAND INFO to the CIG, FHG, for appropriate response.

Task

Provide appropriate comments on issues contained in the basis correspondence back to the CIG, MARFORRES, no later than Tuesday, 26 Nov 2019.

(b)(6), (b)(7)c

Investigator
MARFORRES

ENCLOSURE (2)



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files
Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '2111 USMCR

1. On 31 Oct 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AR.
- b. How long have you been with the command? 2 years.
- c. What section do you work in? S-4.
- d. Have you been on I&I duty before? First time.
- e. Can you describe the tempo of work? Daily route, slower with MC Ball - start to pick up for T4T.
- f. Do you live local - have a long commute? 1 hour commute; can be 2-3 hours. Takes the train into work.
- g. Does the command have any inspections within the next nine months? FSMAO - end of March 2020.
- h. What has been passed regarding leave for the holidays? Not wanting to approve any extended leave, to work on FSMAO prep. Passed verbally - last week.
- i. Can you describe the work environment here at 3rd ANGLICO? Has not been great for me. Policies a lot of micromanaging - which generates stress for the Marines. Had MCAAT a month or two ago. S-1 was here for long hours for 4 months prior - fixing errors. I am dealing with personal medical issues. The I&I spends a lot of time with maintenance.
- j. When was the last time you completed a DEOCS, command climate? ~Sep 2018 - shortly after (b)(6), (b)(7)c arrived.
- h. What are one or two items that you would change? Less micromanaging, and an understanding of the amount of time it takes to accomplish tasks. Example: Service Requests - 45 minutes to an hour

ENCLOSURE (3)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /2111 USMCR

if slow - one request 5 to 10 minutes if fast. Neither I&I nor 1stSgt have sat down with the Armorer to induct one service request.

i. Any issues Collecting Money for MC Ball? The Reserve side is handling that.

j. Any other items?

(1) Punishment wise - 1stSgt initially over reacting to being late, then using that scenario to talk to all the Marines.

(2) This type of command environment is driving me to EAS. My EAS is October 2020.

(3) The current priorities are provided - inspections, then support drills.

(4) Leadership has an unrealistic expectation of the duration of completing tasks.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0111 USMC

Encl: (1) 'First Sergeants Expectations and Guidance' memorandum dated 19 Aug 2019
(2) Leave Report, from 1 Jan 2019 to 31 October 2019
(3) 3d ANGLICO FY19 TEEP
(4) 3d ANGLICO FY20 TEEP

1. On 31 Oct 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? Since Jan 2018.
- c. What section do you work in? S-1.
- d. Have you been on I&I duty before? This is my first time.
- e. Where were you previously stationed? IPAC - Cherry Point.
- f. Can you describe the tempo of work here? Very high tempo.
- g. Live local - have a long commute? 1 hour commute; 38 miles.
- h. Does the command have any inspections within the next nine months? MCAAT - 17-18 September 2019. FRAAP - Feb 2019.
- i. What has been passed regarding leave for the holidays? 1stSgt's rule that not more than more person from a section can be out. She published a letter with everything she expected. Enclosure (1) was provided, First Sergeant's Expectations and Guidance memorandum dated 19 Aug 2019.
- j. Can you describe the work environment here at 3rd ANGLICO? High tempo. Very different from active duty. Huge learning curve. You have to hit the ground running.

ENCLOSURE (4)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0111 USMC

k. When was the last time you completed a DEOCS, command climate?
I can't remember the last time.

l. What are one or two items that you would change?
Communication, with the reserve side. Orders - reduce the frequent
names changing on rosters.

m. Collecting Money for MC Ball? No issues.

n. Any other issues or concerns. None.

2. Enclosures (1) through (4) were provided by (b)(6), (b)(7)c

3. This summary of the interview is true and accurate to the best of
my knowledge.



UNITED STATES MARINE CORPS
3D AIR NAVAL GUNFIRE LIAISON COMPANY
FORCE HEADQUARTERS GROUP
5631 RICKENBACKER ROAD
BELL, CALIFORNIA 90201-6413

1000

FA

19 Aug 19

From: Inspector-Instructor First Sergeant, Third Air Naval Gunfire Liaison
Company
To: All Hands

Subj: FIRST SERGEANTS EXPECTATIONS AND GUIDANCE

1. The guidance outlined in this letter establishes the expectations and requirements designated by the Inspector Instructor First Sergeant for the 3d ANGLICO Site Support Staff.
2. Effective immediately, all 3d ANGLICO Site Support Staff will abide by the guidelines and requirements set forth in this letter by the Inspector-Instructor First Sergeant.

3. Daily Arrival and Dismissal.

a. All 3d ANGLICO Site Support Staff will be on-site, and in the proper uniform of the day by 0800 daily unless specified. Staff members conducting physical fitness training are required to be on site by 0800 and will be provided an additional 30 minutes to conducted hygiene requirements. Staff members conducting physical fitness training will be dressed and in the proper uniform of the day by 0830.

b. Afternoon chow hours are from 1130 to 1300. Staff members conducting physical training during afternoon chow hours may begin training at 1100. All members will be in the proper uniform of the day and on-site by 1300.

c. A daily enlisted sync meeting will occur at 1630 daily unless specified. All enlisted 3d ANGLICO Site Support Staff members are required to attend this meeting unless cleared by the Inspector Instructor First Sergeant. 3d ANGLICO Site Support Staff members who need to leave before 1630 will submit an "Early Dismissal" request to the First Sergeant. All request will be routed through the section chain of command. All request will be submitted at least (3) days before dated requested. Last minute request will be handled on a case by case basis by the First Sergeant.

d. Workstations will be clean, organized, and trash removed by the end of the work day.

4. Appointments

a. All military related appointments will be scheduled during a time that does not interfere with the attendance of pre-scheduled unit meetings or unit requirements.

b. All personal appointments resulting in over half a day of work being missed will require a day of leave to be submitted.

ENCLOSURE (1) OF ENCLOSURE (4)

c. Section heads will brief the First Sergeant at the beginning of each work week regarding their section's appointments. You will provide the HMC a physical copy of your medical appointment documentations.

5. Liberty Request

a. Liberty request will be submitted in Marine Online at least (7) working day prior to the date of execution. Section heads have 48 hours to forward or return a ~~leave request to the originating member for corrections.~~

b. Liberty request submitted by 3d ANGLICO Site Support Staff members requesting leave dates during the same week of drill will not be approved. Emergency and case-by-case circumstances will be addressed by the First Sergeant as required.

~~c. Leave begins and terminates in the local area. The local area is the place where the 3d ANGLICO staff members reside and from which the staff members commutes to the unit. Marines are authorized to take leave in conjunction with special liberty. When in conjunction with special liberty, leave may begin immediately upon the end of a special liberty period, or end just prior to the start of a special liberty period. Both the leave period and special liberty period must begin and end in the local area.~~

6. Duty

a. Turnover will commence on the first duty day of the week between the oncoming and the off-going DNCO with the First Sergeant. This change over will occur at 1130 on Mondays in the First Sergeants office. In the event the 1stSgt is unavailable, turnover will be conducted with the senior enlisted SNCO on deck.

b. The DNCO will open the main office space at 0645 and remain on-site until personal is present in the main office space. The DNCO will remain on site until the last member leaves for the day. Once the last person is off site, the DNCO will conduct their security checks and secure the site. These hours can be amended by the First Sergeant based on liberty periods or weather disruptions.

7. Uniforms

a. Uniforms will be clean and serviceable at the beginning of each work day. Uniforms will be worn properly at all times with no personal alterations.

b. Sweaters will not be worn as a stand-alone top with your utilities. You are authorized to wear a sweater under your utilities blouse during months where sleeves are down.

c. Maintain proper grooming standards at all times.

8. Communication

a. An established chain of command creates efficiency information passing when reporting problems or communicating with members of the 3d ANGLICO staff members. Utilize the leaders in your sections to routed concern or problems to the Inspector Instructor First Sergeant. All matters will be route to the Administrative Chief or the Operation Chief prior to the concern being addressed by the First Sergeant.

b. If you have questions about a task or a requirement, communicate your concern as soon as possible. Do not wait or assume

9. Any questions or concerns in regards to this letter can be addressed to the First Sergeant. Updates to this letter will be handled accordingly and distributed appropriately.

(b)(6), (b)(7)c

EDIPI	LAST	FIRST	UNIT NAME	PRESENT ADMIN RUC	Leave Period From Date	Leave Period To Date
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/04/19	2019/04/24
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/15	2019/08/18
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/10/18	2019/10/25
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/27	2019/09/27
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/04/08	2019/04/17
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/01	2019/01/05
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/04/21	2019/04/30
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/07/31	2019/07/31
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/02	2019/05/08
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/02	2019/08/23
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/03	2019/01/03
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/04/08	2019/04/11
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/07/03	2019/07/08
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/03/18	2019/03/19
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/10	2019/09/19
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/17	2019/08/19
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/08	2019/01/18
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/19	2019/08/23
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/01	2019/01/02
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/07/24	2019/07/24
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/19	2019/01/28
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/04/19	2019/04/22
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/03/08	2019/03/18
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/23	2019/08/23
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/10/07	2019/10/08
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/13	2019/05/16
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/18	2019/05/18
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/14	2019/08/18
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/21	2019/05/22
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/07/15	2019/07/18
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/31	2019/08/31
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/02/15	2019/02/15
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/07/21	2019/07/23
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/01	2019/01/02
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/18	2019/08/18
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/28	2019/08/27
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/27	2019/08/27
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/03	2019/08/10
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/01	2019/01/02
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/30	2019/09/30
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/03	2019/05/03
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/01	2019/05/01
				00000	2019/08/04	2019/08/04
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/29	2019/08/31
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/05	2019/08/07
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/04/15	2019/04/18
				00000	2019/05/13	2019/05/28
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/04	2019/08/14
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/01	2019/01/02
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/01	2019/09/03
				00000	2019/08/11	2019/08/30
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/10/15	2019/10/15
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/10/01	2019/10/11
				00000	2019/07/01	2019/07/11
				00000	2019/07/11	2019/07/11
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/17	2019/09/17
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/04/24	2019/04/24
			SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/01	2019/05/01

(b)(6), (b)(7)c

(b)(6), (b)(7)c

SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/02/12	2019/02/18
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/07/04	2019/07/10
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/01	2019/08/01
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/13	2019/05/31
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/01	2019/09/03
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/10/11	2019/10/11
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/05	2019/01/14
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/03/26	2019/03/31
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/23	2019/09/24
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/18	2019/09/18
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/19	2019/09/19
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/21	2019/09/30
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/07/12	2019/07/21
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/23	2019/08/23
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/27	2019/05/31
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/30	2019/09/30
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/01	2019/08/09
	00000	2019/05/01	2019/05/01
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/03/07	2019/03/11
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/02/28	2019/02/28
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/04/29	2019/04/30
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/03	2019/05/03
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/03/01	2019/03/07
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/03/07	2019/03/08
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/02	2019/05/07
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/06/05	2019/06/06
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/31	2019/05/31
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/01	2019/05/03
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/26	2019/09/26
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/04	2019/08/09
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/06	2019/09/07
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/03/02	2019/03/05
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/07	2019/08/13
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/10/02	2019/10/03
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/09	2019/09/09
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/01	2019/08/04
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/17	2019/05/20
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/01	2019/01/04
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/03/01	2019/03/01
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/10/09	2019/10/11
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/09/12	2019/09/12
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/14	2019/08/16
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/10/25	2019/10/25
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/12	2019/08/13
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/01/11	2019/01/22
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/05/15	2019/05/22
SITE SPT (BELL CA) 3D ANGLICO FHG MARFORRES	87278	2019/08/02	2019/08/05

3D ANGLICO FY19 TEEP (20180731 update)

FY19 OBJECTIVES

1. Continue to support AC / GFM requirements
2. Sustain Individual FAC/JTAC/JFOs & FCT, and SALT Fires MCTs
3. Train to Brigade and Company level MCTs (specifically C2 and Fires)

1st QTR		OCT 18					NOV 18					DEC 18						
DAYS:	We	Th		Sa	Su	Mo	We	Th		Sa	Su	Mo	Mo	Tu	We	Th	Fr	Sa
DATES:	10	11		13	14	15	7	8		10	11	12	10	11	12	13	14	15
DRILL WEEKEND	HTC: CFT, ANNUAL REQUIREMENTS, MAINTENANCE						BALL, MAKE UP CFT						NO DRILLS SCHEDULED					
DRILL COORDINATOR	(b)(6), (b)(7)c																	
ADDITIONAL TRAINING	Q1 JUMP Los Alamitos						FAC/JTAC/JFO AT HTC											
EXERCISE / AT	22-26 MFR TACP Shoot																	
REMARKS							TOYS FOR TOTS, USMC BALL						TOYS FOR TOTS					
DRILLS				2	2					2								8
OFFICER ATPs																		0
ENLISTED ATPs																		0

1st QTR		JAN 19					FEB 19					MAR 19						
DAYS:		Th	Fr	Sa	Su	Mo	We	Th		Sa	Su	Mo	We		Fr	Sa	Su	Mo
DATES:		24	25	26	27	28	20	21		23	24	25	20		22	23	24	25
DRILL WEEKEND		HTC/CAMP PENDLETON: PFT, FSCC EWTGPAC MTT					HTC: MEDICAL/DENTAL, MAKE UP PFT, ANNUAL REQUIREMENTS, ADMIN STAND-DOWN, LCPL SEMINAR					CAMP PENDLETON: BDE LVL FIELD DRILL - CAS/CFF						
DRILL COORDINATOR							(b)(6), (b)(7)c											
ADDITIONAL TRAINING		FAC/JTAC/JFO AT HTC					Q1 JUMP; Q2 TBD; PLATFORM TBD					Q2 JUMP; Q3 TBD; Platform TBD; Annual Trng Classes; FAC/JTAC/JFO AT HTC						
EXERCISE / AT		Emerald Warrior (1-26) 1x FCT					Cobra Gold 19 (12-23) 1x SALT					Carthage Lion (11-28) 1x FCT						
REMARKS		Schedule with EWTGPAC to support course										Btry P: Coord to participate at Btry Firez						
DRILLS		2	2	2	2				2	2					2	2	2	24
OFFICER ATPs																		0
ENLISTED ATPs																		0

3D QTR	APR 19						MAY 19						JUN 19					
DAYS:	We	Th	Fr	Sa	Su	Tu	We	Th	Fr	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo
DATES:		11	12	13	14	15	22	23	24	25	26	27	19	20	21	22	23	24
DRILL WEEKEND	CAMP PENDLETON: BDE LVL FIELD DRILL - CAS/CFF						NO DRILLS SCHEDULED						MCAS MIRAMAR: RIFLE RANGE					
DRILL COORDINATOR							(b)(6), (b)(7)c											
ADDITIONAL TRAINING	Q3 JUMP; LZ TBD; PLATFORM TBD FAC/JTAC/JFO AT HTC																	
EXERCISES / AT							Fleming Thunder (14-25) 1xSALT Maple Resolve (20-20 May) 1xPCT & HQ ELEM						JRTC 19-8 (13-26) 1xSALT/1xBDE HQ Maple Resolve (20 Apr-20 May) 1xPCT & HQ					
Remarks	HMLA 775 drill weekend. Need to Coord																	
DRILLS		2	2	2	2										2	2	2	
OFFICER ATPs																		
ENLISTED ATPs																		

4th QTR	JUL 19					AUG 19					SEP 19							
DAYS:	We	Th	Fr	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo
DATES:	24	25	26	27	28	29	14	15	16	17	18	19	11	12	13	14	15	16
DRILL WEEKEND:	CAMP PENDLETON: BDE LVL FIELD DRILL - CAS/CFF						NO DRILLS SCHEDULED						HTC: MEDICAL/DENTAL, ANNUAL REQUIREMENTS, ADMIN STAND-DOWN					
DRILL COORDINATOR:	Q3 JUMP; FAC/JTAC/JFO AT HTC						(b)(6), (b)(7)c						BACKUP Q4 JUMP					
ADDITIONAL TRAINING																		
EXERCISES/AT:	JNTC 19-9 (27 Jul - 9 Aug) 1xSALT/1xBDE HQ						Eager Lion (25 Aug - 5 Sep) 1XSALT & Div Cell						Agile Spirit (T1-13) 1XSALT					
REMARKS							JNTC 19-9 (27 Jul - 9 Aug) 1xSALT/1xBDE HQ											
DRILLS			2	2	2											2	2	48
OFFICER ATPs																		0
ENLISTED ATPs																		0

LEGEND:

DRILL PERIOD
 AIRBORNE TRAINING
 FAC/JTAC/JFO TRAINING

3D ANGLICO FY20 TEEP (AUG 2019)

FY20 OBJECTIVES

1. Continue to support AC / GFM requirements
2. Sustain individual FAC/JTAC/JFOs & FCT and SALT Fires MCTs
3. Train to Brigade and Company level MCTs (specifically C2, Liaison, and Fires)

DAYS:	We	Th	Sa	Su	Mo	We	Th	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo
DATES:	16	17	19	20	21	7	8	9	10	11	4	5	6	7	8	9
DRILL WEEKEND	CFT; TABLE 1 RIFLE RANGE					BIRTHDAY BALL					CFT; COMBAT JUMP; FEX 1					
PRIMARY PLANNER	OPERATIONS OFFICER					BIRTHDAY BALL OIC					PLATOON COMMANDERS					
ADDITIONAL TRAINING	Q1 Jump; DZ BASILONE; C-130					FAC/JTAC/JFO AT HTC					Jump; DZ BASILONE; C-130					
EXERCISE / AT											STEEL KNIGHT					
REMARKS	EVENING DRILL ONLY - 18 OCT					USMC BALL										
DRILLS			1	2	2			2					2	2	2	13
OFFICER ATPS			10					10			10					30
ENLISTED ATPS			10					10			10					30
RMPs			40					15			40					85

DAYS:	We	Th	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo
DATES:	5	6	8	9	10	11	12	13	14	15	16	11	12	13	14	15	16
DRILL WEEKEND	NO DRILLS SCHEDULED					HTC: PFT, MEDICAL/DENTAL, ANNUAL REQUIREMENTS, ADMIN STAND-DOWN					PFT; JUMP; FEX 2						
PRIMARY PLANNER						OPERATIONS OFFICER					PLATOON COMMANDERS						
ADDITIONAL TRAINING						FAC/JTAC/JFO AT HTC; Q2 Jump											
EXERCISE / AT						TACP SC 20.1					AFRICAN LION 2020 (30 MAR - 11 APR)						
REMARKS						MAINTENANCE AT					FSMAO						
DRILLS								2	1			2	2	2	2		24
OFFICER ATPS								10			10						50
ENLISTED ATPS								10			10						50
RMPs								15									110

DAYS:	We	Th	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo
DATES:	1	2	4	5	6	13	14	15	17	17	19	3	4	5	6	7	8
DRILL WEEKEND	PFT; ANNUAL TRAINING; MAINTENANCE					NO DRILLS SCHEDULED					PFT; Q3 JUMP; FEX 3						
PRIMARY PLANNER	OPERATIONS OFFICER										PLATOON COMMANDERS						
ADDITIONAL TRAINING	FAC/JTAC/JFO AT HTC; Q3 Jump																
EXERCISES / AT	AFRICAN LION 2020 (30 MAR - 11 APR)					MAPLE RESOLVE											
REMARKS	RIFLE RANGE MAKEUP					TEEP PLANNING SESSION											
DRILLS			2	2								2	2	2	2		36
OFFICER ATPS			10					20	20	20		10					130
ENLISTED ATPS			10					20	20	20		10					130
RMPs			15														125

DAYS:	We	Th	Sa	Su	Mo	We	Th	Fr	Sa	Su	Mo	NO DRILLS SCHEDULED				
DATES:	8	9	11	12	13	5	6	7	8	9	10					
DRILL WEEKEND	CHANGE OF COMMAND; ANNUAL TRAINING; CFT; MEDICAL DENTAL					CFT; JUMP; FEX 4										
PRIMARY PLANNER	OPERATIONS OFFICER					PLATOON COMMANDERS					BACKUP Q4 JUMP					
ADDITIONAL TRAINING	FAC/JTAC/JFO AT HTC; Q4 Jump					Q4 JUMP; LZ TBD; PLATFORM TBD Fitrep Training										
EXERCISES / AT	NTC 20.5 PJFO / PJTAC AT (ASC)					NTC 20.5										
DRILLS			2	2			2	2	2	2						48
OFFICER ATPS			10				10									150
ENLISTED ATPS			10				10									150
RMPs			15													140

LEGEND:

DRILL PERIOD
 AIRBORNE TRAINING
 FAC/JTAC/JFO TRAINING



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0111 USMC

1. On 31 Oct 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? Since 31 May 2018.
- c. What section do you work in? S-1.
- d. Have you been on I&I duty before? This is my first time.
- e. Where have you been previously stationed? Camp Mujuk, Pohang, South Korea for 1 year. Previously at 22 MEU, Camp LeJeune IPAC.
- f. Can you describe the tempo of work? Very fast tempo.
- g. Live local - have a long commute? 1 hour commute; 38 miles.
- h. Does the command have any inspections within the next nine months? We had a MCAAT - 17-18 September 2019; it went alright. Maybe we have a CGRI in the future.
- i. What has been passed regarding leave for the holidays? The command didn't say we couldn't take leave. Nobody has said that we could not take leave. 1stSgt has published information about leave, her guidance memorandum.
- j. Can you describe the work environment here at 3rd ANGLICO? Good. Gets hectic during drill weekends.
- k. When was the last time you completed a DEOCS, command climate? ~Can't remember exact date, earlier this year.
- l. What are one or two items that you would change? Do a little more as a unit. We are going to a football game this Saturday.

ENCLOSURE (5)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0111 USMC

m. Are there any issues with collecting Money for MC Ball?
No issues.

n. Do you have any other issues or concerns? None.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



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DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c '8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '0111 USMC

1. On 31 Oct 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c, (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AR.
- b. How long have you been with the command? Since January 2019.
- c. What section do you work in? S-1.
- d. Have you been on I&I duty before? This is my first time.
- e. Where were you previously stationed? 2/23 as a SMCR, then MFR IPAC as AR.
- f. Can you describe the tempo of work? Coming from MFR, when your boots hit the ground, RUN! SNCO set a bad framework about the command. First month, very busy, noticed a lot of errors. View between SMCR and Staff - not favorable view. Disconnect - years of neglect. Neglect was covered up - people were reactionary, this was generated from our SNCO. The previous admin chief - caused mistrust. SSgt Gonzalez was the previous admin chief.
- g. Live local - have a long commute? 1 hour commute; 20 miles.
- h. Does the command have any inspections within the next nine months? We had a MCAAT - 17-18 September 2019; we did better than expected; but we put in a lot of work. The new Admin Chief is Gy Vasquez. Previous (b)(6), (b)(7)c
- i. What has been passed regarding leave for the holidays? Nothing off the wall. Not everybody from the shop can take leave at the same time.
- j. Can you describe the work environment here at 3rd ANGLICO? Standard. 3 months ago, sporadic, nothing in place, S-1 battle rhythm, felt like ground zero when I checked in.

ENCLOSURE (6)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0111 USMC

k. When was the last time you completed a DEOCS, command climate?
Since here, I have not completed one.

l. What are one or two items that you would change? Seek to
understand the disconnect between the shops and the command.

m. Collecting Money for MC Ball? Not that I know of, I am on the
color guard.

n. Any other issues or concerns? None. This command has been
through a lot, but is going in a positive direction.

2. This summary of the interview is true and accurate to the best of
my knowledge.

(b)(6), (b)(7)c



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IN REPLY REFER TO:
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IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '2841 USMC

1. On 31 Oct 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? January 2018.
- c. What section do you work in? S-6.
- d. Have you been on I&I duty before? My first time.
- e. Where have you previously been stationed? 4th Marine Regiment, Okinawa - 2 years.
- f. Can you describe the tempo of work? Depends - during AT session, high, busy. Things pop up like funerals. Also depends on what additional duties you are assigned.
- g. Live local - have a long commute? Less than 30 minutes.
- h. Does the command have any inspections within the next nine months? FSMAO March 2020.
- i. What has been passed regarding leave for the holidays? We recently had an assist visit. If stuff was not up to par your leave was limited leave; but not that you could not take leave. This was passed verbally.
- j. Can you describe the work environment here at 3rd ANGLICO? I isolate myself on purpose, in order to get my work done. I am not the right person to ask.
- k. Do you have the ability to take time to go to medical appointments? Yes, just talk to 1stSgt.
- l. When was the last time you completed a DEOCS, command climate? Last year ~ Sep 2018.

ENCLOSURE (7)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '2841 USMC

m. What are one or two items that you would change? Few of the policies on Reserve side. Reserves do not hold their folks accountable; an example: Marines don't show up and are not held accountable.

n. Are there any issues with collecting Money for MC Ball? My understanding is that Ball money going to a personal Marine's account. This was passed via an e-mail. Payments are made through VENMO application which is similar to PayPal.

o. Is there anyone you recommend I speak with? (b)(6), (b)(7)c
(b)(6), (b)(7)SMCR.

p. Do you have any other issues or concerns? None.

q. Additional comment. I EAS - Feb 2021. I have been disappointed with the Marine Corps in general. The Marine Corps has policies in place. However, there are people who implement these policies, and they change or manipulate these policies for their own interests. Example: (Not applicable to 3rd ANGLCIO) A Sergeant with a dip in his mouth, then berates a LCpl for chewing gum. Example: (Not applicable to 3rd ANGLICO) an uneven punishment of personnel whom receive a DUI. If we, the Marine Corps, profess to be the 1% of the 1% then we must uphold those standards.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



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IN REPLY REFER TO:
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IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0802 USMCR

1. On 31 Oct 2019, I conducted a telephone interview from 1139 to 1209 with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? SMCR.
- b. How long have you been with the command? Since February 2018.
- c. What section do you work in? Commanding Officer.
- d. Can you describe the tempo of work? We work at the high end of the spectrum. We have a number of deployments and go to the field frequently. It takes a concerted effort to keep all qualifications current.
- e. Does the command have any inspections within the next nine months? Recently had a MCAAT inspection, which did not go well. FSMAO coming March 2020.
- f. Can you describe the work environment here at 3rd ANGLICO? I think that the command climate is pretty good. Last SMCR SgtMaj was very good. Last command climate was over a year ago, morale was quite good. We have a high willingness of Marines to come a good distance to participate in this unit. There is the willingness to put in extra hours, without pay. All deployment opportunities are fully prescribed. Couple of items from command climate which we can improve upon - (1) Communication. Has been expressed to me by a large chunk of Marines during exit interviews. 50% or greater mention that communication is a concern; i.e. what we are going to do, timely information regarding a particular drill period. (2) Recognizing the Marines. The Officers were recognized but junior Marines are not recognized. I believe this has improved.
- g. When was the last time you completed a DEOCS, command climate? Last year one was published Sep 2018.
- h. What are one or two items that you would change? To have done better on the administration inspection. Pay is an issue. Although

ENCLOSURE (8)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0802 USMCR

not mentioned in the command climate - pay issues are constant - struggling with getting them paid on time. Communication - not as good on the planning front - operations section.

i. Are there any issues with collecting Money for MC Ball? Not that I am aware of.

j. Is there anyone you recommend I speak with? Sergeant Major and XO, (b)(6), (b)(7)c, he promotes 1 Nov to LtCol SMCR.

k. Do you have any other issues or concerns? None.

l. Additional comment. Admin inspection - a drill not going to the field to address administrative items. (b)(6), (b)(7)c is currently with a flying squadron at MCAS, Camp Pendleton.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



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BOX 555111
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IN REPLY REFER TO:
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /3521 USMCR

1. On 31 Oct 2019, I conducted a telephone interview from 1210 to 1236 with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? SMCR.
- b. How long have you been with the command? August 2014.
- c. What section do you work in? S-4.
- d. Can you describe the tempo of work? Served on ADOS - for two years 8 months, Oct 2016 - Jun 2019.
- e. Live local - have a long commute? 1.5 hours, 50 miles.
- f. Does the command have any inspections within the next nine months? Received MCAAT recently. FSMAO scheduled for March 2020.
- g. Can you describe the work environment here at 3rd ANGLICO? Prior command was outgoing, understanding if you had problems at home, car issues or children issues. Since change of command in 2018 it has been a very different command - less understanding, too micromanaged. Command climate survey will not go well. Morale is low, poor daily work habits.
- h. Do you have the ability to take time to go to medical appointments? Yes, I did. Now Marines must get it approved to go to medical, if it is more than half a day must be approved by 1stSgt.
- i. When was the last time you completed a DEOCS, command climate? ~ 2017. SMCR Marines on ADOS excluded from Command Climate in 2018.
- j. What are one or two items that you would change? Let Marines do their job, not micromanage. The command leadership is taking our power, we are the Subject Matter Experts. For the command not to over react - i.e. Maple Resolve - one truck at an exercise in Canada went down, it caught fire - from here in California the California leadership wanted us to explain why it caught fire. That the command

ENCLOSURE (9)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '3521 USMCR

should be more understanding of hardships at home - about personal lives. It is not always about the job. Hazmat inspection - with 5 days preparation - not having the proper training - they over reacted wanting us to take action - although not properly trained. FSMAO now is about properly reporting, maintenance, inventories, and calibration - not about readiness. We only have 3 mechanics for a company's worth of trucks.

k. Are there any issues with collecting Money for MC Ball? There is a GySgt who is collecting the money. Notified 2 days ago to make final payment. Ball left to SMCR side. 1stSgt said is an SMCR issue - nobody from I&I staff to work the MC Ball.

l. Is there anyone you recommend I speak with? (b)(6), (b)(7)c
(b)(6), (b)(7)c

m. Do you have any other issues or concerns? Shortly after ADOS we had Annual Training for the Motor-T Marines, July 21. However with over 3 months the command has yet to finish processing for GTCC payment for travel. I received AT orders with incorrect address; I was told to sign it and not date the orders. I provided Admin my address change paperwork ~ May 2019. Because of this error, I presently owe \$2,700 to GTCC.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



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DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0629 USMC

1. On 31 Oct 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? Roughly 1.5 years.
- c. What section do you work in? S-6.
- d. Have you been on I&I duty before? My first time.
- e. Where have you previously been stationed? Okinawa 31st MEU, MARSOC 2nd/3rd Raider Bn.
- f. Can you describe the tempo of work? It goes in waves. Nothing but when busy it is very fast. You can burn out very easily here.
- g. Live local - have a long commute? About 30 minutes.
- h. Does the command have any inspections within the next nine months? FSMAO March 2020.
- i. What has been passed regarding leave for the holidays? Leave will not be submitted for one or more days until after FSMAO. I am in the process of transitioning out of Marine Corps.
- j. Can you describe the work environment here at 3rd ANGLICO? It is tough since coming from a place that I had a purpose. Overall the work environment is that I do not have a purpose here. It feels like an ominous hole. This is across the board with regardless of rank. This stems from the SMCR side - their neediness, their inefficiencies. Extensive lack of communication. Far too much last minute planning by SMCR. Everyone wants to do sexy stuff, but does not want to do the work. There is constant gridlock between the I&I staff and SMCR staff. I feel like the command is just treading water, not getting better not getting worse, but not in a good place.

ENCLOSURE (10)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0629 USMC

k. Do you have the ability to take time to go to medical appointments? Yes.

l. When was the last time you completed a DEOCS, command climate? Last year ~ Aug 2018. We are due for a new one.

m. What are one or two items that you would change?
(1) Communication - All across the board. Believes there is a monthly push of information, such as a newsletter. We do an after action meeting Sunday with SMCR, then on Monday a Synch with just the I&I staff. (2) Planning. So by Thursday before a drill we have a plan, then it changes by drill 48 hours later, come Saturday morning. A lot of great ideas pop up from the SMCR.

n. Are there any issues with collecting Money for MC Ball? Not that I know of. I requested that SSgt send me the e-mail from several weeks ago regarding collecting money for the ball, no e-mail was provided.

o. Is there anyone you recommend I speak with? 1stSgt.

p. Do you have any other issues or concerns? Recommended that I speak with (b)(6), (b)(7)c who had confided in her that he was planning to submit an EO complaint. She is the unit EO representative.

q. Additional comment. I EAS - July 2020. The Marine Corps is what you make of it. SNM transiting to the National Guard.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0211 USMC

1. On 31 Oct 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? 1 Dec 2018, currently on HUMS.
- c. What section do you work in? S-3.
- d. Have you been on I&I duty before? Active, Reserve, Off Contract, Reserve, Active. SMCR 7 years, with 4th Force Recon, B Co 4th Recon, ISB.
- e. Where have you previously been stationed? 8th and I, Camp Pendleton, HQ Company 1st Marine Regt.
- f. Can you describe the tempo of work? Majority of time spent on personal issues. Standard I&I tempo, nothing out of the ordinary.
- g. Live local - have a long commute? 20 minutes.
- h. Does the command have any inspections within the next nine months? Does not know of any.
- i. Can you describe the work environment here at 3rd ANGLICO? In my case extremely supportive. Small staff occupying multiple billets, more than AC, but that is typical for an I&I.
- j. When was the last time you completed a DEOCS, command climate? I have not participated in one since being here.
- k. Are there any issues with collecting Money for MC Ball? Not that I know of.

ENCLOSURE (11)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0211 USMC

1. Is there anyone you recommend I speak with? No.

m. Do you have any other issues or concerns? Everyone on the staff has been extremely supportive.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c 8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 3529 USMC

Encl: (1) E-mail dtd 31 Oct 2019, 20:59 - prices for the MC Ball
(2) E-mail dtd 31 Oct 2019, 22:43 - 1stSgt's guidance
(3) E-mail dtd 31 Oct 2019, 22:54 - football game - 2 Nov
(4) E-mail dtd 31 Oct 2019, 23:11 - disapproved leave

1. On 31 Oct 2019, I conducted a telephone interview from 1421 to 1451 with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? 3 March 2017.
- c. What section do you work in? Own section.
- d. Have you been on I&I duty before? My first time. HUMS orders 2011, ~10 months San Jose, CA.
- e. Where have you previously been stationed? 1st Maintenance Bn.
- f. Can you describe the tempo of work? Depends, every month it changes, we go at a non-stop pace.
- g. Live local - have a long commute? 1 hour commute, 20 miles.
- h. Does the command have any inspections within the next nine months? FSMAO last week of March 2020. HazMat follow up inspection in November 2019.
- i. What has been passed regarding leave for the holidays?
I am currently on convalescent leave. It was passed in a meeting that any leave submitted will only be approved case of case until we have been inspection.
- j. Can you describe the work environment here at 3rd ANGLICO?
Building 1 has a very bad vibe. Super quiet like a library. All Marines sit in their cars in order to have lunch and not be bothered. I&I walks over to building 2 once or twice a day. He makes people

ENCLOSURE (12)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 3529 USMC

feel uncomfortable. The I&I reacts to everything - he is always angry. (b)(6), (b)(7)c was often yelled at. I avoid going to building 1. I&I has yelled at me a few times in front of subordinates, 'simply fix this'. Sometime in August, I put in for leave, I would miss one day of drill to attend my niece's wedding. I also submitted leave for a medical procedure. I put in for convalescent leave. I was told by the I&I and 1stSgt that I must choose between leave for the wedding or a medical procedure. SNM would forward screen shot of disapproved leave. I&I, 1stSgt seemed concerned that we are a bit behind in a few sections, which conflicts with readiness.

k. Do you have the ability to take time to go to medical appointments? Must put in a day of leave to go to medical appointment. I feel that I can't approach the command. 1stSgt is curt, but she does serve as a buffer between the Marines and I&I. There are some that are favorites. Some Marines are treated like recruits. There is no knife handling or making people dig ditches. SNM stated he would provide the published guidance from the 1stSgt.

l. When was the last time you completed a DEOCS, command climate? Last year ~ Jul 2018.

m. What are one or two items that you would change? Don't want people here to feel mope (dejected or gloomy). We need new leadership here, replace the I&I and 1stSgt. I don't like going to work.

n. Are there any issues with collecting Money for MC Ball? There was an e-mail to pay through an App, cash or check. The name of the app is VENMO. SNM stated he would provide an e-mail regarding payments for the ball.

o. Is there anyone you recommend I speak with? (b)(6), (b)(7)c (b)(6), (b)(7)c would take the brunt of the negativity, the I&I, XO, and 1stSgt yelled at him in front of everybody.

p. Do you have any other issues or concerns? None.

q. Additional comment. Whenever the I&I works, he is a bit spasmodic. He barges in on people working.

2. Enclosures (1) through (4) were sent via e-mail on 31 October 2019. These e-mails had attachments, these attachments are printed and located with the corresponding enclosure.

3. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c
Sent: Thursday, October 31, 2019 8:59 PM
To: (b)(6), (b)(7)c
Subject: FW: [Non-DoD Source] USMC BALL Price as of Sept
Attachments: PRICES AS OF September 2019.pdf; 3D ANGLICO2019 2.pdf; Jasco Ball 2019.pdf
Signed By: (b)(6), (b)(7)c usmc.mil
Importance: High

Good evening Sir,

This forwarded email is the email we spoke about earlier and you had requested. Please contact me if you have any questions. I am currently on convalescent leave so my cell phone is the best way to reach me.

Respectfully Submitted.

(b)(6), (b)(7)c

3rd Air Naval Gunfire Liaison Company

Motor-T Chief

Work (b)(6), (b)(7)c

Cell (b)(6), (b)(7)c

-----Original Message-----

From: (b)(6), (b)(7)c [mailto: [REDACTED]@gmail.com]
Sent: Wednesday, September 11, 2019 4:51 PM

(b)(6), (b)(7)c

(b)(6), (b)(7)c

(b)(6), (b)(7)c

Subject: [Non-DoD Source] USMC BALL Price as of Sept

All,

As promised from my brief last drill, the JASCO Ball prices increased by \$5 and will continue to increase every month (\$5) until the day of the event. There will be a table set-up with a seating diagram every drill to purchase tickets however VENMO or ZELLE would be the most convenient way of paying to prevent a gaggle during drill. Thank you and have a good day to all.

September prices:

E-8/E-9/ O-3 & Above \$105.00

E-6/E-7/ O-1 & O-2 \$85.00

NCO's \$70.00

LCpl's and below \$60.00

Anglico Alumni \$65.00

Civilian Guests (Not Dates) \$65.00

Tickets payments will be accepted thru Venmo/ Zelle/Cash/Check

Venmo to € (b)(6), (b)(7)c

Zelle to (b)(6), (b)(7)c

Conscience is a man's compass

-Vincent Van Gogh

Verv Respectfully,

(b)(6), (b)(7)c

**1st Brigade PltSgt
3D ANGLICO USMC**

(b)(6), (b)(7)c

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c
Sent: Thursday, October 31, 2019 10:43 PM
To: (b)(6), (b)(7)c
Subject: 1stSgt Guidance
Attachments: First Sergeant Guidance.pdf
Signed By: (b)(6), (b)(7)c @usmc.mil

Importance: High

Good evening Sir,
Attached to this email is the 1stSgt guidance that we spoke about earlier and you had requested. Please contact me if you have any questions. I am currently on convalescent leave so my cell phone is the best way to reach me.

Respectfully Submitted,
(b)(6), (b)(7)c
3rd Air Naval Gunfire Liaison Company
Motor-T Chief
Work (b)(6), (b)(7)c
Cell (b)(6), (b)(7)c



UNITED STATES MARINE CORPS
3D AIR NAVAL GUNFIRE LIAISON COMPANY
FORCE HEADQUARTERS GROUP
5631 RICKENBACKER ROAD
BELL, CALIFORNIA 90201-6413

1000
FA
19 Aug 19

From: Inspector-Instructor First Sergeant, Third Air Naval Gunfire Liaison Company
To: All Hands

Subj: FIRST SERGEANTS EXPECTATIONS AND GUIDANCE

1. The guidance outlined in this letter establishes the expectations and requirements designated by the Inspector Instructor First Sergeant for the 3d ANGLICO Site Support Staff.

2. Effective immediately, all 3d ANGLICO Site Support Staff will abide by the guidelines and requirements set forth in this letter by the Inspector-Instructor First Sergeant.

3. Daily Arrival and Dismissal.

a. All 3d ANGLICO Site Support Staff will be on-site, and in the proper uniform of the day by 0800 daily unless specified. Staff members conducting physical fitness training are required to be on site by 0800 and will be provided an additional 30 minutes to conduct hygiene requirements. Staff members conducting physical fitness training will be dressed and in the proper uniform of the day by 0830.

b. Afternoon chow hours are from 1130 to 1300. Staff members conducting physical training during afternoon chow hours may begin training at 1100. All members will be in the proper uniform of the day and on-site by 1300.

c. A daily enlisted sync meeting will occur at 1630 daily unless specified. All enlisted 3d ANGLICO Site Support Staff members are required to attend this meeting unless cleared by the Inspector Instructor First Sergeant. 3d ANGLICO Site Support Staff members who need to leave before 1630 will submit an "Early Dismissal" request to the First Sergeant. All request will be routed through the section chain of command. All request will be submitted at least (3) days before dated requested. Last minute request will be handled on a case by case basis by the First Sergeant.

d. Workstations will be clean, organized, and trash removed by the end of the work day.

4. Appointments

a. All military related appointments will be scheduled during a time that does not interfere with the attendance of pre-scheduled unit meetings or unit requirements.

b. All personal appointments resulting in over half a day of work being missed will require a day of leave to be submitted.

c. Section heads will brief the First Sergeant at the beginning of each work week regarding their section's appointments. You will provide the HMC a physical copy of your medical appointment documentations.

5. Liberty Request

a. Liberty request will be submitted in Marine Online at least (7) working day prior to the date of execution. Section heads have 48 hours to forward or return a leave request to the originating member for corrections.

b. Liberty request submitted by 3d ANGLICO Site Support Staff members requesting leave dates during the same week of drill will not be approved. Emergency and case-by-case circumstances will be addressed by the First Sergeant as required.

c. Leave begins and terminates in the local area. The local area is the place where the 3d ANGLICO staff members reside and from which the staff members commutes to the unit. Marines are authorized to take leave in conjunction with special liberty. When in conjunction with special liberty, leave may begin immediately upon the end of a special liberty period, or end just prior to the start of a special liberty period. Both the leave period and special liberty period must begin and end in the local area.

6. Duty

a. Turnover will commence on the first duty day of the week between the oncoming and the off-going DNCO with the First Sergeant. This change over will occur at 1130 on Mondays in the First Sergeants office. In the event the 1stSgt is unavailable, turnover will be conducted with the senior enlisted SNCO on deck.

b. The DNCO will open the main office space at 0645 and remain on-site until personal is present in the main office space. The DNCO will remain on site until the last member leaves for the day. Once the last person is off site, the DNCO will conduct their security checks and secure the site. These hours can be amended by the First Sergeant based on liberty periods or weather disruptions.

7. Uniforms

a. Uniforms will be clean and serviceable at the beginning of each work day. Uniforms will be worn properly at all times with no personal alterations.

b. Sweaters will not be worn as a stand-alone top with your utilities. You are authorized to wear a sweater under your utilities blouse during months where sleeves are down.

c. Maintain proper grooming standards at all times.

8. Communication

a. An established chain of command creates efficiency information passing when reporting problems or communicating with members of the 3d ANGLICO staff members. Utilize the leaders in your sections to routed concern or problems to the Inspector Instructor First Sergeant. All matters will be route to the Administrative Chief or the Operation Chief prior to the concern being addressed by the First Sergeant.

b. If you have questions about a task or a requirement, communicate your concern as soon as possible. Do not wait or assume

9. Any questions or concerns in regards to this letter can be addressed to the First Sergeant. Updates to this letter will be handled accordingly and distributed appropriately.

(b)(6), (b)(7)c

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c
Sent: Thursday, October 31, 2019 10:54 PM
To: (b)(6), (b)(7)c
Subject: FW: UCLA Football 2nd Nov
Signed By: (b)(6), (b)(7)c @usmc.mil
Importance: High

Good evening Sir,

This forwarded email is about an event that was planned by the Inspector Instructor. I had never heard of an actual day until I had received this email. I had heard little bits about it, but never received any information or had a say in time or date of this event. I found out the day this email was sent out and read the bottom and it is very discouraging to talk to or approach leadership if we are told not to even contact them if we have concerns about it. That's just a snapshot of what the environment is like at 3D ANGLICO. Please contact me if you have any questions. I am currently on convalescent leave so my cell phone is the best way to reach me.

Respectfully Submitted,

(b)(6), (b)(7)c

3rd Air Naval Gunfire Liaison Company
Motor-T Chief
Wor
Cell (b)(6), (b)(7)c

——Original Message——

From: (b)(6), (b)(7)c
Sent: Monday, October 28, 2019 10:40 AM
To: (b)(6), (b)(7)c

Subject: UCLA Football 2nd Nov

Good Morning All,

If you have not gotten you tickets yet, you need to go to https://uclabruins.com/sb_output.aspx?form=2255 and fill out the form TODAY. Even if you are receiving a free ticket (military) you will still need to go through the process of filling out this form. Once you fill out the form, a rep from UCLA will call you to verify your military status and also help you purchase tickets for anyone else you would like to bring. You also need to tell them you are with 3D ANGLICO; not to be confused with "3D ANGELICO".

I need a full count by 1200 tomorrow of total personal who will be in attendance. I-I staff is mandatory, but I need to know who you plan to bring with you. I don't need individual people texting or e-mailing me so, compile a list and give it to (b)(6), (b)(7)c and I will get the list from him tomorrow.

The tailgate will start at 3p.m. to 5 p.m. and the game begins at 6 p.m. The I-I and his family will get there early and push a pin to everyone for location. It is recommended that everyone carpool to the Rose Bowl. I will find out more information on parking cost.

Lastly, there will be NO alcohol beverages brought or consumed at the event.

If you have any question please let me know. Also, DO NOT contact me to complain, grumble, or provide me with a sob story as you all as a whole choose this event and have been made aware of this events for over a month now.

Please plan accordingly

(b)(6), (b)(7)c

First Sergeant

3d Air Naval Gunfire Liaison Company

(b)(6), (b)(7)c

Shared Mail Box: omb_3rd_anglico@usmc.mil

Military One Source: 1-800-342-9647

PHOP Southwest Region: 760-681-9988

National Suicide Prevention Hotline: 1-800-273-8522

DTRESS Line: 1-877-476-7734

"Nothing could be easier than disturbing a status quo instituted by others"

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c
Sent: Thursday, October 31, 2019 11:11 PM
To: (b)(6), (b)(7)c
Subject: Leave Disapproved
Attachments: Your_Active_Requests_and_New_Tab.png; View_Leave_Request_and_New_Tab.png
Signed By: (b)(6), (b)(7)c usmc.mil

Importance: High

Good evening Sir,

Attached to this email is the email we spoke about earlier and you had requested. This one is about when the Inspector Instructor sat me down in his office with the 1stSgt present. He made me choose between my personal leave where I would have only missed one day of drill; or choose to proceed with a medical procedure. He stated that he could not allow me to do both. An email was sent out stating that no one on the Inspector Instructor staff is authorized to take leave during drill weekends, but the Inspector Instructor himself went on leave the very next day after he disapproved my leave where he missed the entire drill weekend for October 2019. Please contact me if you have any questions. I am currently on convalescent leave so my cell phone is the best way to reach me.

Respectfully Submitted,

(b)(6), (b)(7)c
3rd Air Naval Gunfire Liaison Company
Motor-T Chief
Word
Cell (b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
31 Oct 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c '8041 USMCR
To: Files
Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0802 USMCR

1. On 31 Oct 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:
 - a. AR or AC? SMCR.
 - b. How long have you been with the command? Since August 2012.
 - c. What section do you work in? S-3.
 - d. Where have you previously been stationed? Camp Pendleton, 3rd Bn 11th Marines.
 - e. Can you describe the tempo of work? Busy.
 - f. Live local - have a long commute? 40 minutes.
 - g. Does the command have any inspections within the next nine months? FSMAO March 2020.
 - h. What has been passed regarding leave for the holidays? Has not received a brief. SNO on ADOS orders for Sep 2019. Currently on ADOS orders thru 16 Dec 2019.
 - i. Can you describe the work environment here at 3rd ANGLICO? (Long pause) Mixture of personalities. Some personalities which were toxic as well as opposite end of the spectrum. This is an aspect of the contention. Yes, there is contention today - between SNCOs, Officers and NCOs. The command is stagnant.
 - j. When was the last time you completed a DEOCS, command climate? One for (b)(6), (b)(7)c when he took over about 2 years ago. Since Apr/May 2019 the SMCR side has been gelling much better - regarding functionality and working together. SMCR side is on the up-swing, we are on the cusp of a large improvement on the SMCR side.
 - k. What are one or two items that you would change? Conduct a command climate survey. Then have an earnest and candid discussion

ENCLOSURE (13)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '0802 USMCR

with Staff after the survey - across the staff. There should be frank discussion with folks, you are either here to help or here to hurt. Recommends giving as much freedom as possible to brigade platoons - since this is how we operate in theater. It should be made clear, if you are not here to play nice, then move on. Open Door - feels that on the SMCR side that is not an issue. Acknowledges the inherent friction between the two staffs.

1. Are there any issues with collecting Money for MC Ball? None. Being done by a SNCO, (b)(6), (b)(7)c .

m. Is there anyone you recommend I speak with? Yes, the Brigade Platoon Commanders. 1st Plt - (b)(6), (b)(7)c 2nd Plt - Maj (b)(6), (b)(7)c ; 3rd Plt - (b)(6), (b)(7)c Plus the following SNCOs: (b)(6), (b)(7)c (b)(6), (b)(7)c .

n. Do you have any other issues or concerns? Off going Admin Chief - not good at his job. We have many pay issues, which may impact morale. Things are currently being rectified, there is a concern that the extent of situation would not be recognized. Whatever is uncovered needs to be effectively communicated across the command. (b)(6), (b)(7)c was the previous Admin Chief, he retired - AC. Deep concern that this pay matter will impact unit morale.

o. Additional comment. The command does conduct a monthly staff synch conference call. Information is passed by subordinate commanders and platoon sergeants.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /B041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /4821 USMCR

1. On 1 Nov 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:
- a. AR or AC? AR.
 - b. How long have you been with the command? 2.5 years.
 - c. What section do you work in? Career Planner.
 - d. Have you been on I&I duty before? My first time.
 - e. Where have you previously been stationed? Miramar, 4 years.
 - f. Can you describe the tempo of work? Busy. Depends - especially around drill.
 - g. Live local - have a long commute? A little over an hour.
 - h. Does the command have any inspections within the next nine months? Yes, FSMAO. I have been off deck for the last month, TAD.
 - i. Are you allowed to take leave during a drill weekend? Not unless it is an emergency.
 - j. What has been passed regarding leave for the holidays? That you can take leave here and there, depending on completing your items for inspection.
 - k. Do you have the ability to take time to go to medical appointments? Yes.
 - l. Can you describe the work environment here at 3rd ANGLICO? 1stSgt vouches for us. We feel like we are being micromanagement. It has not been the best in the last few months. Speaking more on behalf of co-workers. Speaking for S-1 and the building across the street, Motor T and Comm.

ENCLOSURE (14)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /4821 USMCR

m. Would you consider that there are an excessive number of meetings? Yes. How frequent? Every day at 1630 - led by 1stSgt. The long meeting is on Monday, lasts about an hour.

n. Do you feel this command leadership would retaliate if an issue or concern was raised? 1stSgt would hear us out, pretty fair. I&I may retaliate.

o. When was the last time you completed a DEOCS, command climate? About a year ago.

p. What are one or two items that you would change? The time to be released from work, allow for a shift for the hours of work.

q. Who handles the funds concerning the Marine Corps Ball? Do not know.

r. Are there any issues with collecting Money for MC Ball? No.

s. Do you know of any marriage between a SNCO and a subordinate Marine at 3d ANGLICO? No.

t. Is there anyone you recommend I speak with? I&I.

u. Do you have any other issues or concerns? None.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /7566 USMC

1. On 1 Nov 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? 12 June 2019.
- c. What section do you work in? Assistant I&I.
- d. Have you been on I&I duty before? My first time.
- e. Where have you previously been stationed? Miramar, 4 years.
- f. Can you describe the tempo of work? Fairly busy, field, field, field. We have slowed down a little. We now do one FEX per quarter, and are restructuring the unit rhythm: one drill planning, one drill admin, then one drill FEX.
- g. Live local - have a long commute? 20-30 minutes.
- h. Does the command have any inspections within the next nine months? We recently had a MCAAT, we passed but it did not go well. Significant historical issues. In the process of rectifying, they were mostly pay related issues. A combination of factors contributed to this. The former Admin chief was not diligent. The billet was gapped for months. An SMCR Admin Marine was brought on ADOS to cover the gap. We were not adhering to processes defined in orders. We have FSMAO in March 2020.
- i. Are you allowed to take leave during a drill weekend? Have not requested. Don't see why wouldn't be allowed if requested.
- j. What has been passed regarding leave for the holidays? Nothing that I am aware of.
- k. Do you have the ability to take time to go to medical appointments? Yes.

ENCLOSURE (15)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '7566 USMC

1. Can you describe the work environment here at 3rd ANGLICO? Have not noticed any overt animosity. Two thirds of the staff works here, and one third in a different building. Monday, Friday weekly meeting. 1stSgt has a daily meeting with enlisted personnel.

m. Would you consider that there are an excessive number of meetings? No. How frequent? Every day at 1630 - led by 1stSgt.

n. Do you feel this command leadership would retaliate if an issue or concern was raised? I don't think so.

o. When was the last time you completed a DEOCS, command climate? Have not done one here.

p. What are one or two items that you would change? Better understanding of processes both I&I and SMCR side and a willingness to adhere to the orders.

q. Who handles the funds concerning the Marine Corps Ball? SMCR, a Gy, but I do not know the name.

r. Are there any issues with collecting Money for MC Ball? No. Personnel waiting until the last minute to buy tickets.

s. Do you know of any marriage between a SNCO and a subordinate Marine at 3rd ANGLICO? Not that I am aware of.

t. Since your arrival any Page 11s - NJPs on the I&I side? None.

u. Any items from your predecessor? I had a couple weeks of turnover with my predecessor. He wanted the unit to succeed - there was some animus in his view towards SMCR. He would harp on SMCR side about not making time lines. My predecessor was (b)(6), (b)(7)c ; he is currently at HMLAT - at MCAS Pendleton.

v. Is there anyone you recommend I speak with? (b)(6), (b)(7)c
(b)(6), (b)(7)c 1stSgt and I&I.

w. Do you have any other issues or concerns? None.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c '8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 3043 USMC

1. On 1 Nov 2019, I conducted a telephone interview from 1106 to 1115 with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? 14 months.
- c. What section do you work in? S-4.
- d. Have you been on I&I duty before? My first time.
- e. Where have you previously been stationed? 9th Comm Bn, Pendleton, 4 years.
- f. Can you describe the tempo of work? Fluctuates. Currently high op tempo, inspection prep.
- g. Live local - have a long commute? 20 minutes.
- h. Does the command have any inspections within the next nine months? FSMAO in March 2020.
- i. Are you allowed to take leave during a drill weekend? No, not unless extenuating circumstances.
- j. What has been passed regarding leave for the holidays? If involved in FSMAO anything more than a couple of days will not be approved.
- k. Do you have the ability to take time to go to medical appointments? Yes. Never aware of a request being denied.
- l. Can you describe the work environment here at 3d ANGLICO? Past couple of months, getting worse. Do not know the cause. Marines are dreading coming to work.

ENCLOSURE (16)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 3043 USMC

m. Would you consider that there are an excessive number of meetings? A year ago, a lot more, has gone down a little. A standard amount. We have a small staff, therefore no work happens when we are in a meeting.

n. Do you feel this command leadership would retaliate if an issue or concern was raised? They would listen and try to find a solution.

o. When was the last time you completed a DEOCS, command climate? Right when I got here, last October 2018.

p. What are one or two items that you would change? Marines struggle with commute time, it would be better for Marines to travel when there is less traffic. Traffic in LA is bad.

q. Who handles the funds concerning the Marine Corps Ball? SMCR side, not sure who.

r. Are there any issues with collecting Money for MC Ball? No. I am not buying a ticket.

s. Do you know of any marriage between a SNCO and a subordinate Marine at 3d ANGLICO? There was a rumor at one point, 8 months ago. The Marine that left unit before I got there, and the SNCO at unit left shortly after my arrival.

t. Is there anyone you recommend I speak with? (b)(6), (b)(7)c
(b)(6), (b)(7)c and Sgt Ho.

u. Do you have any other issues or concerns? No.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



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1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH SERGEANT
ANDERSON A. HO 1279281850/3043 USMCR

Encl: (1) E-mail dtd 1 Nov 2019, 13:59

1. On 1 Nov 2019, I conducted an in-person at 3rd ANGLICO HTC interview with Sergeant (Sgt) Ho from 1133 to 1151. Sgt Ho provided the following information:

- a. AR or AC? AR.
- b. How long have you been with the command? June 2016.
- c. What section do you work in? S-4.
- d. Have you been on I&I duty before? My first time.
- e. Where have you previously been stationed? SMCR, 5th Bn, 14th Marines, Accessed AR, tour in NOLA 2012-2016.
- f. Can you describe the tempo of work? Now slightly slower, usually fast and furious, many dets going out.
- g. Live local - have a long commute? 4am, short commute. 20 minutes in the morning, 1.5 hours at the end of the day.
- h. Does the command have any inspections within the next nine months? Jan 2020 FHG assist. Financial inspection. FSMAO last two weeks of March 2020.
- i. Are you allowed to take leave during a drill weekend? No, this was passed verbally. I will look for the e-mail chain.
- j. What has been passed regarding leave for the holidays? Not allowed to take more than three days at a time from now to FSMAO.
- k. Do you have the ability to take time to go to medical appointments? Pretty sure I would.
- l. Can you describe the work environment here at 3rd ANGLICO? Comradery in Bldg 2 is pretty good. Can't say that about Bldg 1.

ENCLOSURE (17)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH SERGEANT
ANDERSON A. HO 1279281850/3043 USMCR

m. Would you consider that there are an excessive number of meetings? Yes. How frequent? Pre-pre, pre drill, post drill.

n. Do you feel this command leadership would retaliate if an issue or concern was raised? Absolutely. Issues with previous Assistant I&I - (b)(6), (b)(7)c I will forward a copy of my fitness report. Retaliation from the 1stSgt - no. The new Assist I&I will hear us out. The I&I would hear me out, but I doubt that he would take the follow on action. Does he hear us just to pacify us?

o. When was the last time you completed a DEOCS, command climate? Aug 2018.

p. What are one or two items that you would change? Make leave discretionary. Taking leave for school, medical, decompress. Each person has his or her reasons to take leave.

q. Who handles the funds concerning the Marine Corps Ball? (b)(6), (b)(7)c
(b)(6), (b)(7)c SMCR matter.

r. Are there any issues with collecting Money for MC Ball? Concern, about paying into a personal account, VENMO. This current process does not give me the warm and fuzzy.

s. Do you know of any marriage between a SNCO and a subordinate Marine at 3d ANGLICO? No.

t. Is there anyone you recommend I speak with? (b)(6), (b)(7)c
Adam - Wyoming, PA. (b)(6), (b)(7)c is on MSG Duty in Norway, former supply officer, in National Guard (b)(6), (b)(7)c

u. Do you have any other issues or concerns? None.

2. Enclosure (1) was provided by SNM. There were four items attached to this e-mail:

a. First Sergeant's Guidance dtd 19 Aug 2019. This document is not being reprinted in order to reduce the size of the investigation package and has already been provided with (b)(6), (b)(7)c statement. However, within the e-mail is the originating e-mail from 1stSgt dated 20 Aug 2019 09:58 where this guidance was disseminated across the I&I staff.

b. Early dismissal request template. This template is provided as a supporting enclosure to the e-mail.

c. A fitness report with reporting period ending 30 Jun 2019. This document is not being printed to reduce the size of the package. Additionally, this item is not pertinent to the IG case number 22099. This fitness report would still be adverse due to SNM being on BCP.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH SERGEANT
ANDERSON A. HO 1279281850/3043 USMCR

However, there appears to be some disconnect on the factual side regarding some fiscal transactions during that reporting period.

d. An e-mail about MC Ball prices as of September. This e-mail is printed and is provided as an enclosure to the e-mail.

3. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c

From: Ho Sgt Anderson A
Sent: Friday, November 1, 2019 1:59 PM
To: (b)(6), (b)(7)c
Subject: Fitrep and First Sergeant Guidance
Attachments: First Sergeant Guidance.pdf; Early Dismissal Request.docx; Fitrep.pdf; [Non-DoD Source] USMC BALL Price as of Sept (1.71 MB)
Signed By: anderson.ho@usmc.mil

Good afternoon Sir,

Per your request, I have attached the first sergeant guidance. Paragraph 5 addresses the taking of leave during drill that you asked about.

I will be putting in for leave (8 days) during the first week of January 2020 to return to NOLA to attend a conference-workshop class at NOBTS ISO my MDiv. It is definitely school-related and I will let you know the outcome of that request.

I have also included the e-mail about the ball IRT someone collecting money through a 3rd party electronic account.

As for the fitness report, I do understand the adverse nature of it due to BCP. I have no contention with that part.

The area of contention lay in where the previous RO indicated that I had declined steadily in performance, which I felt was not the case at all.

Previous RO (b)(6), (b)(7)c was difficult to approach and often refused to speak to me whenever an issue arose. I did not feel that he created an environment for me to succeed. I am sure other NCOs of the command can concur, especially the Marines working in the S1 shop.

I spoke to the RO at the time (b)(6), (b)(7)c about being targeted and laid out the sequence of events where I felt that was the case.

I felt that I was singled out due to the color of my skin, he took an adverse reaction to it.

I feel that the portion where he indicated declining performance to be a result of that retaliation.

When I speak to my current commander, I do not feel that he cares. He only allows us to speak to say he afforded us the opportunity to express our concerns. It is very difficult to work for a commander who does not have your six.

The current XO/assistant I-I (b)(6), (b)(7)c has a cheery and optimistic demeanor who is much more receptive to the concerns I express and courses of action to take. Although we may disagree, at least he will hear me out and give me a courtesy explanation of his choice. I am much more receptive to this and I am much more inclined to continue to put in hard work and exert energy in this position for such a leader.

If you have any questions/concerns or areas where further clarification is needed, please let me know. Thank you for coming down today and listening to my concerns. It is much appreciated.

R/S,

Sgt Ho

-----Original Message-----

From: (b)(6), (b)(7)c

Sent: Tuesday, August 20, 2019 9:58 AM

To:

(b)(6), (b)(7)c

Subject: First Sergeant Guidance

Good Morning All,

Attached you will find my updated guidance and expectation for you all. If you have any questions after reviewing this document please bring them to the 1630 meeting to be addressed. Any updates or changes to my expectations will be handled and distributed to you all as required.

Stand by for an updated duty binder and requirements.

Thank you

R/S

(b)(6), (b)(7)c

First Sergeant

3d Air Naval Gunfire Liaison Company

(b)(6), (b)(7)c

Shared Mail Box: omb_3rd_anglico@usmc.mil

Military One Source: 1-800-342-9647

PHOP Southwest Region: 760-681-9988

National Suicide Prevention Hotline: 1-800-273-8522
DTRESS Line: 1-877-476-7734

"Nothing could be easier than disturbing a status quo instituted by others"

1000

Initials

DD Mon YR

From: Rank, First, Mid, Last Name, EDIP/MOS USMC/R

To: Inspector-Instructor First Sergeant, Third Air Naval Gunfire Liaison
Company

Subj: REQUEST FOR EARLY DISMISSAL

1. Reason for Request. I am requesting to leave prior to 1630 due to the following reasons... Must be a detailed reason for this request, must justify why this cannot take place after 1630, must establish a plan to make sure this is not a daily occurrence. Case-by-case scenarios will be heard and addressed according if you have weekly appointments already established.

F. M. LAST

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c <[REDACTED]@gmail.com>
Sent: Wednesday, September 11, 2019 4:51 PM
Subject: [Non-DoD Source] USMC BALL Price as of Sept
Attachments: PRICES AS OF September 2019.pdf; 3D ANGLICO2019 2.pdf; Jasco Ball 2019.pdf

All,

As promised from my brief last drill, the JASCO Ball prices increased by \$5 and will continue to increase every month (\$5) until the day of the event. There will be a table set-up with a seating diagram every drill to purchase tickets however VENMO or ZELLE would be the most convenient way of paying to prevent a gaggle during drill. Thank you and have a good day to all.
September prices:

E-8/E-9/ O-3 & Above	\$105.00
E-6/E-7/ O-1 & O-2	\$85.00
NCO's	\$70.00
LCpl's and below	\$60.00
Anglico Alumni	\$65.00
Civilian Guests (Not Dates)	\$65.00

Tickets payments will be accepted thru Venmo/ Zelle/Cash/Check

Venmo to @ (b)(6), (b)(7)c

(b)(6), (b)(7)c <[REDACTED]@gmail.com>

Conscience is a man's compass

-Vincent Van Gogh

Very Respectfully,

(b)(6), (b)(7)c

1st Brigade PltSgt
3D ANGLICO USMC

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
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BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c '8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH STAFF (b)(6), (b)(7)c
(b)(6), (b)(7)c '0451 USMC

1. On 1 Nov 2019, I conducted an in-person at 3rd ANGLICO HTC interview with (b)(6), (b)(7)c from 1153 to 1207. (b)(6), (b)(7)c
(b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? April 2019.
- c. What section do you work in? S-3/4.
- d. Have you been on I&I duty before? My first time.
- e. Where have you previously been stationed? Ft Lee, school house. MARSOC - East Coast, TSB.
- f. Can you describe the tempo of work? Alright.
- g. Live local - have a long commute? 45 minute drive.
- h. Does the command have any inspections within the next nine months? Yes, we just finished a MCAAT. Now we are moving onto FSMAO, March/April 2020.
- i. Are you allowed to take leave during a drill weekend? I have not heard of it being an issue. We know that if there is drill, to be here.
- j. What has been passed regarding leave for the holidays? That you can take leave here and there, depending on completing your items for the upcoming inspection. Make sure you are on top of your work.
- k. Do you have the ability to take time to go to medical appointments? Yes. 100%.
- l. Can you describe the work environment here at 3d ANGLICO? I like the command. It is a little different.

ENCLOSURE (18)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '0451 USMC

m. Would you consider that there are an excessive number of meetings? For me and what you all do - some are warranted. Important to keep everyone in the loop.

n. Do you feel this command leadership would retaliate if an issue or concern was raised? I have not felt any distrust in the command, or that they are out to get me.

o. When was the last time you completed a DEOCS, command climate? Not here. Have done them previously in the Marine Corps.

p. What are one or two items that you would change? People don't like to hang out, don't force a unit event on free time. Upcoming event, tomorrow - college football game - UCLA vs Colorado.

q. Who handles the funds concerning the Marine Corps Ball? Two Gunnery Sergeants on the SMCR side.

r. Are there any issues with collecting Money for MC Ball? No.

s. Do you know of any marriage between a SNCO and a subordinate Marine at 3d ANGLICO? No.

t. Is there anyone you recommend I speak with? No. There are many junior Marines here and AR Marines that have not seen the rest of the Marine Corps and do not understand that there are some items which you are volun-told to do.

u. Do you have any other issues or concerns? None.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c 'B041 USMCR
To: Files
Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '0111 USMCR

1. On 1 Nov 2019, I conducted a telephone interview from 1213 to 1231 with (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AR.
- b. How long have you been with the command? 2.5 months.
- c. What section do you work in? S-1.
- d. Have you been on I&I duty before? Multiple times, six different I&Is.
- e. Where have you previously been stationed? 1/24 Michigan, Edwards AFB, MCAS Pendleton, Fort Devens.
- f. Can you describe the tempo of work? Very busy.
- g. Live local - have a long commute? 2 hours.
- h. Does the command have any inspections within the next nine months? We had a MCAAT - 15 days after I checked in. Unit did not pass, 53% score. Many historical issues. Received 93.26% in April 2019 with 1/24 in Michigan. We have a FSMAO in Feb/March 2020.
- i. Are you allowed to take leave during a drill weekend? Imagine so. Recently on PTAD. Not an issue personally.
- j. What has been passed regarding leave for the holidays? Restricted to some personnel, passed by I&I, at the discretion of section leaders, some things need to be taken care of.
- k. Do you have the ability to take time to go to medical appointments? Yes. Nothing has been brought to my attention.
- l. Can you describe the work environment here at 3rd ANGLICO? Dynamic, there has been a lot of wear and tear on this command through the years. There is a huge separation between the I&I staff and

ENCLOSURE (19)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '0111 USMCR

Reserve staff. I have no issues with the I&I and 1stSgt. My job to present the items, and explain orders and timeliness. I&I staff is tired and beat down - very unique to be part of ANGLICO. Unit has a lot of bad habits. A lot of pressure from SMCR side without getting items in a timely fashion. Example: (1) nominations for a school or for a mission. With no solid answer of who is going this impacts administration's ability/timeliness to create orders. (2) Submitting items in a timely fashion - Non-Recs, Pro/Cons; this creates extra work for the Administration section.

m. Would you consider that there are an excessive number of meetings? No. It is currently fluctuating.

n. Do you feel this command leadership would retaliate if an issue or concern was raised? I don't think so.

o. When was the last time you completed a DEOCS, command climate? Have not done one here.

p. What are one or two items that you would change?
Communication. Getting communication between the I&I and SMCR leadership is critical.

q. Who handles the funds concerning the Marine Corps Ball? SMCR,
(b)(6), (b)(7)c

r. Are there any issues with collecting Money for MC Ball? No.

s. Do you know of any marriage between a SNCO and a subordinate Marine at 3rd ANGLICO? No.

t. Is there anyone you recommend I speak with? The previous SMCR SgtMaj. (b)(6), (b)(7)c would be able to discuss relations with staff and more detail about the work environment.

u. Do you have any other issues or concerns? None.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



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IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c '8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c '0629 USMCR

Encl: (1) Six screen shots of VENMO account ending 4375, ranging from
1 Nov 2019 back to 14 Aug 2019

1. On 1 Nov 2019, I conducted a telephone interview from 1248 to 1307
with (b)(6), (b)(7)c provided the
following information:

- a. AR or AC? SMCR.
- b. How long have you been with the command? Since 2002, with
just 18 months in the IRR.
- c. What section do you work in? Initially in the S-6, for the
last 2 years in 1st Brigade.
- d. Where have you previously been stationed? Entire SMCR career
has been with 3d ANGLICO.
- e. Can you describe the tempo of work? Pretty Fast. Lot of Ops,
lot of field time. People going out on deployments.
- f. Does the command have any inspections within the next nine
months? Recently had 2, none in the future that I am aware of.
- g. Are there any issues with collecting Money for MC Ball? I am
currently the collection point for the ball this year. I opened up a
checking account with Chase, to have funds delivered. I did not know
if the command had a Ball account, so I opened a new bank account. I
then linked ZELLE and VENMO to this account. These applications
alleviate the assessment of transaction fees. Other accounts charge a
1-3% per transaction. Legally - I don't know if this is short of
muddy. I have taken no cash for the ball because I wanted there to be
an electronic record. I have since learned that there is a Navy Fed
account. The POC for this Navy Fed account is (b)(6), (b)(7)c, this
account has 3d ANGLICO in the name. (b)(6), (b)(7)c was overseeing
funds to make payments for 'hammers', which are utilized as retiring
gifts. So far we have made 3 transfers from VENMO to the Navy Fed
account. I still need to print out brochures and use the remaining

ENCLOSURE (20)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0629 USMCR

funds to pay for this. ZELLE is what banks today use to make Bank to Bank transfers. VENMO - for security reasons both accounts only allow you to have one account per phone number. On the civilian side I do construction - and use VENMO on civilian side. (I asked Gy to provide me screen shots of the VENMO account). SNM agreed to provide screen shots of transfers from VENMO to Navy Federal.

h. Are you aware of a SNCO being involved with a junior Marine?
No.

i. Is there anyone you recommend I speak with? The Sergeants across the command may be better in touch. (b)(6), (b)(7)c

j. Do you have any other issues or concerns? None. Fast tempo unit. A bunch of Alpha Males in this unit - a lot of higher ups expect a lot from us.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



AA

secure05c.chase.com



Internet Sp.

Buy TopCo

The Untold

4-pack of

Memories

speedtest

2017 Code.

Jayden B.

My acc...

almost had



Sign out

Accounts

Investments

Pay & transfer

TOTAL CHECKING (4375) [See full account number >](#)

\$2,035.00

Available balance

\$2,035.00

Present balance

+\$0.00

Deposits this month

-\$0.00

Withdrawals this month

Off Set up >

Details & coverage



Chase Offers

Use your card and check back here for offers from various merchants

[Go to Chase Offers >](#)

Statements

Paperless

Transfer money

More...

My Credit Journey



GHIBLI. You're not like everyone else.

The 2019 Ghibli with available AWD delivers sports car handling wrapped in Italian design to stir emotion at every turn

[Discover yours today >](#)

Free score, updated weekly

[See my score >](#)

▼ Account activity

SHOWING

All transactions

[Search >](#)

Date	Description	Type	Amount	Balance
Pending ⓘ	QUICKPAY WITH ZELLE PAYMENT FROM (b)(6), (b)(7)c NAV0EW955527	QuickPay credit	\$70.00	—
Oct 31, 2019	QuickPay with Zelle payment to (b)(6), (b)(7)c (b)(6), (b)(7)c	QuickPay debit	-\$25.00	\$1,965.00 ?
Oct 30, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$1.00	\$1,990.00
	QuickPay with Zelle payment from DARABI (b)(6), (b)(7)c	QuickPay credit	\$55.00	\$1,989.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$334.00	\$1,934.00



Guaranteed fast closings or get \$1,000

Close your new mortgage with us in as soon as three weeks. We promise an on-time closing or our Chase Closing Guaranteed gives you \$1,000 back.

[Learn more >](#)

My info



ANTONIO J CASTILLO

[c...o@gmail.com](#)

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Find help



[Frequently asked questions >](#)

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Sign out

Accounts

Investments

Pay & transfer

Find help

QuickPay with Zelle
payment fromQuickPay
credit

\$334.00

\$1,934.00

(b)(6), (b)(7)c

Frequently asked
questions >

Contact us >

Oct 24, 2019

QuickPay with Zelle
payment fromQuickPay
credit

\$240.00

\$1,600.00

(b)(6), (b)(7)c

Oct 23, 2019

QuickPay with Zelle
payment fromQuickPay
credit

\$120.00

\$1,360.00

(b)(6), (b)(7)c

Oct 22, 2019

QuickPay with Zelle
payment toQuickPay
debit

-\$90.00

\$1,240.00

(b)(6), (b)(7)c

REMOTE ONLINE
DEPOSIT # 1111

Deposit

\$120.00

\$1,330.00

Oct 21, 2019

QuickPay with Zelle
payment fromQuickPay
credit

\$55.00

\$1,210.00

(b)(6), (b)(7)c

(b)(6), (b)(7)c

QuickPay with Zelle
payment fromQuickPay
credit

\$55.00

\$1,155.00

(b)(6), (b)(7)c

QuickPay with Zelle
payment fromQuickPay
credit

\$55.00

\$1,100.00

(b)(6), (b)(7)c

QuickPay with Zelle
payment fromQuickPay
credit

\$65.00

\$1,045.00

(b)(6), (b)(7)c

QuickPay with Zelle
payment fromQuickPay
credit

\$110.00

\$980.00

(b)(6), (b)(7)c

QuickPay with Zelle
payment fromQuickPay
credit

\$120.00

\$870.00

(b)(6), (b)(7)c

QuickPay with Zelle

QuickPay

\$130.00

\$750.00

2

2

3

OF

20



Sign out

Accounts

Investments

Pay & transfer

	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay redit	\$120.00	\$870.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay redit	\$130.00	\$750.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay redit	\$130.00	\$620.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay redit	\$160.00	\$490.00
Oct 17, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay redit	\$90.00	\$330.00
Oct 10, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay redit	\$240.00	\$240.00
Oct 2, 2019	Online Transfer 8708201000 to 3DANGBALL #####8335 transaction # 8708201000 10/02	Account transfer	-\$17,510.00	\$0.00
Sep 30, 2019	VENMO CASHOUT (b)(6), (b)(7)c	ACH credit	\$61.53	\$17,510.00
	VENMO CASHOUT (b)(6), (b)(7)c	ACH redit	\$943.47	\$17,448.47
Sep 26, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay redit	\$120.00	\$16,505.00
Sep 19, 2019	VENMO PAYMENT (b)(6), (b)(7)c	ACH debit	-\$5.00	\$16,385.00
	VENMO PAYMENT (b)(6), (b)(7)c	ACH debit	-\$5.00	\$16,390.00

↑ 2
3



Sign out

Accounts

Investments

Pay & transfer

JPM271622892

Sep 17, 2019	VENMO CASHOUT (b)(6), (b)(7)c	ACH credit	\$2,015.00	?	\$16,501.53
	VENMO CASHOUT (b)(6), (b)(7)c	ACH credit	\$2,061.53	?	\$14,486.53
Sep 16, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$60.00		\$12,425.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$60.00		\$12,365.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$65.00		\$12,305.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$65.00		\$12,240.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$120.00		\$12,175.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$140.00		\$12,055.00
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$220.00		\$11,915.00
	REMOTE ONLINE DEPOSIT # 111	Deposit	\$170.00		\$11,695.00
Sep 13, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$130.00		\$11,525.00

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5

4

1 of 22

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Sign out

Accounts
Investments
Pay & transfer

	REMOTE ONLINE DEPOSIT # 11	Deposit	\$170.00	\$11,695.00	4
Sep 13, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$130.00	\$11,525.00	5
	VENMO CASHOUT PPD ID 5264681992	ACH credit	\$1,765.00	\$11,395.00	7
Sep 9, 2019	REMOTE ONLINE DEPOSIT # 11	Deposit	\$200.00	\$9,630.00	
Sep 6, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$55.00	\$9,430.00	
Sep 5, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$110.00	\$9,375.00	
	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$130.00	\$9,265.00	
	VENMO CASHOUT (b)(6), (b)(7)c	ACH credit	\$2,000.00	\$9,135.00	7
	VENMO CASHOUT (b)(6), (b)(7)c	ACH credit	\$2,355.00	\$7,135.00	7
Sep 3, 2019	QuickPay with Zelle payment from JOSE (b)(6), (b)(7)c	QuickPay credit	\$110.00	\$4,780.00	
	QuickPay with Zelle payment from BRYAN (b)(6), (b)(7)c	QuickPay credit	\$120.00	\$4,670.00	
Aug 30, 2019	QuickPay with Zelle payment from (b)(6), (b)(7)c	QuickPay credit	\$130.00	\$4,550.00	
Aug 23, 2019	APPLE CASH INFINITeloop CA	Card	-\$250.00	\$4,420.00	5



	QuickPay with Zelle payment from	QuickPay credit	\$120.00	\$4,670.00	
	(b)(6), (b)(7)c				
Aug 30, 2019	QuickPay with Zelle payment from	QuickPay credit	\$130.00	\$4,550.00	
	(b)(6), (b)(7)c				
Aug 23, 2019	APPLE CASH 1INFINITELOOP CA 08/22 (... 7124)	Card	-\$250.00	\$4,420.00 >	56
Aug 22, 2019	QuickPay with Zelle payment from	QuickPay credit	\$110.00	\$4,670.00	
	(b)(6), (b)(7)c				
Aug 19, 2019	QuickPay with Zelle payment from	QuickPay credit	\$110.00	\$4,560.00	
	(b)(6), (b)(7)c				
	QuickPay with Zelle payment from	QuickPay credit	\$130.00	\$4,450.00	
	(b)(6), (b)(7)c				
	QuickPay with Zelle payment from	QuickPay credit	\$250.00	\$4,320.00	
	(b)(6), (b)(7)c				
Aug 16, 2019	QuickPay with Zelle payment from	QuickPay credit	\$160.00	\$4,070.00	
	(b)(6), (b)(7)c				
Aug 15, 2019	QuickPay with Zelle payment from	QuickPay credit	\$110.00	\$3,910.00	
	(b)(6), (b)(7)c				
	VENMO CASHOUT	ACH credit	\$905.00	\$3,800.00	
	(b)(6), (b)(7)c				
Aug 14, 2019	QuickPay with Zelle payment from	QuickPay credit	\$110.00	\$2,895.00	
	(b)(6), (b)(7)c				



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0861 USMC

1. On 1 Nov 2019, I conducted an in-person at 3d ANGLICO HTC interview with (b)(6), (b)(7)c from 1344 to 1416. (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? November 2018.
- c. What section do you work in? The S-3.
- d. Have you been on I&I duty before? My first time.
- e. Where have you previously been stationed? Camp LeJuene, Camp Pendleton, Cherry Point, Hawaii, and Okinawa.
- f. Can you describe the tempo of work? Busy. Highest pace of any unit in my 18 year career.
- g. Live local - have a long commute? Irvine, 45 minutes with no traffic. With traffic 1.5 hours. Takes train and the runs to and from the train station, 2.5 miles each way.
- h. Does the command have any inspections within the next nine months? We just went through a MCAAT. FSMAO scheduled for the last two weeks of March 2020.
- i. Are you allowed to take leave during a drill weekend? No.
- j. What has been passed regarding leave for the holidays? Nothing specific to me. Nothing has been denied. Any outstanding for FSMAO, your leave will be condensed.
- k. Do you have the ability to take time to go to medical appointments? Nothing has been denied. However, it is an all-day event to get treatment due to proximity and traffic.

ENCLOSURE (21)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0861 USMC

1. Can you describe the work environment here at 3d ANGLICO? Very time consuming and busy. People are here so much. 90% of our time is spent here.

m. Would you consider that there are an excessive number of meetings? No. Monday weekly synch - sometimes one at end of the end. 1stSgt uses the 'What's' application to pass word, regarding the end of the day.

n. Do you feel this command leadership would retaliate if an issue or concern was raised? No major push back.

o. When was the last time you completed a DEOCS, command climate? I have not done one here.

p. What are one or two items that you would change? The staff works on some many different levels and on different schedules, not all of us can be here from X time to Y time. Time management is different for me than other sections. Different levels and scales, enable sections to manage their time but carry out the intent.

q. Who handles the funds concerning the Marine Corps Ball? SMCR matter.

r. Are there any issues with collecting Money for MC Ball? Not that I am aware of.

s. Do you know of any marriage between a SNCO and a subordinate Marine at 3d ANGLICO? No.

t. Is there anyone you recommend I speak with? No.

u. Do you have any other issues or concerns? (1) This unit does a bad job managing priorities. If everything is a priority then nothing is. Presently there is nothing to work for? It would help knowing when to shorten days, not every day should be a grind until 1700 or 1800. Making specific priorities - for the week this is what I need you to focus on. Quantify the level of completion. Pushing time management down a level. (2) Make a day event, for a unit function to enjoy ourselves. Come together as a unit. I have tried to push this idea forward, but with limited success. Some of the boost that this unit needs is knowing that they will have time off work. This unit could be really good.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /8999 USMC

1. On 1 Nov 2019, I conducted an in-person at 3d ANGLICO HTC interview with (b)(6), (b)(7)c from 1513 to 1622. (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? February 2017.
- c. Have you been on I&I duty before? My first time.
- d. Where have you previously been stationed? Camp Pendleton, Quantico, and Okinawa.
- e. Can you describe the tempo of work? Extremely busy. Outside agencies, funerals, CACOs, assisting other services.
- f. Live local - have a long commute? 17 minutes in morning. One hour to 1.3 hours in the evening.
- g. Does the command have any inspections within the next nine months? FSMAO 24 March 2020.
- h. How did the command do on the MCAAT? Better than expected, but not surprised by the low score. Many challenges in Admin, the Gy we have now is amazing, he is cleaning up a lot.
- i. Do you think the command is ready for FSMAO? Some concerns. Some areas are great. There are concerns about the Motor T section. The Motor T section only rates one Marine - currently this Marine is on a med board, which precludes him from doing his job. We must bring two Marines on ADOS to trying to get ready. Comm is amazing, and with a little bit a work they should do well.
- j. When does your tour end here? I depart in January 2020.
- k. Who is (b)(6), (b)(7)c ? He was the previous Admin Chief. He has reached his EAS. The admin chief billet should be filled by a Gy. (b)(6), (b)(7)c had many items to take care of, family matters. He was

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /8999 USMC

not qualified to fill the admin chief billet. He was not a leader. The admin chief billet is Active Reserve (AR), and is a GySgt on the Table of Organization.

l. Who is (b)(6), (b)(7)c ? He is SMCR on ADOS. He has been on orders for a while. He is currently TAD at Jump School.

m. Have you witnessed the I&I rummaging through Marines' desks? No. He was looking for a document.

n. Are the Marines allowed to take leave during a drill weekend? No.

o. Has the I&I taken leave during a drill weekend? He has done it once. When original schedule published, his leave did not conflict. His leave was taken to be a chaperone for a school trip for his son to Washington DC.

p. What has been passed regarding leave for the holidays? Push out a block schedule - that we have people still working. We can't afford to have a shop not covered. We are looking to have continuous staff coverage.

q. Do Marines have the ability to take time to go to medical appointments? Absolutely. I have personally not denied a Marine to go to a medical appointment, as long as I am tracking it.

r. Can you recall any occasion where a Marine was asked to choose between leave and a medical procedure? (b)(6), (b)(7)c - his shop is in disarray, he was asking for leave to attend a wedding, while just coming off a leave period.

s. Please describe (b)(6), (b)(7)c and his interaction with the Marines? He is very passionate. He was replaced by (b)(6), (b)(7)c (b)(6), (b)(7)c came in originally a little strong, super smart, a young Captain, he expects folks catch on as fast as he does. He has a very aggressive personality, but is never malicious.

t. How would you describe the relationship between the I&I staff and the SMCR staff? On an upward trend. Not great though, to be honest. The previous SMCR SgtMaj and I did not have a great relationship. Pro/Cons were not done. SMCR side did not make their Marines run PFTs. I have a great relationship with new SgtMaj. Upon my arrival to 3d ANGLICO there many folks here for too many years, and the response to any change was "we have always done things this way". Honestly the SMCR CO sees this unit through rose colored glasses. He glosses over items he needs to address. The SMCR CO does not receive input from I&I, but will listen to his SMCR staff. The current expectation for the I&I staff to do everything and hand it to SMCR folks. The last 3 to 4 months an upward trend.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
'8999 USMC
(b)(6), (b)(7)c

u. How would you describe your relationship with the I&I?
Good. We speak daily. He listens to me. I feel like he respects my opinion. He can be a little socially awkward. I wish that he could get the SMCR CO on board.

v. Was there any occasion of (b)(6), (b)(7)c being publically berated or treated in a demeaning manner? Yes. He was held accountable, would make the same mistake repeatedly.

w. When was the last I&I team building event? We have one tomorrow, 2 Nov 2019 - a college football game. The beach trip was canceled. We did visit the holocaust museum.

x. Can you describe the work environment here at 3d ANGLICO?
From where I sit, I feel that we have a good relationship across the staff. We have a very small staff. I feel that there is some tension, but that there is no long term harbored ill feelings.

y. Would you consider that there are an excessive number of meetings? No. Staff synch - forcing Bldg 1 and Bldg 2 to talk - they were not talking on their own. We have a Monday Snych - then a Friday workweek synch.

z. Do you feel this command leadership would retaliate if an issue or concern was raised? No. I don't feel that the Marines have any concerns about bringing issues to me.

aa. When was the last time you completed a DEOCS, command climate? ~ Sep 2018. After the DEOCS, the I&I addressed the Marines. It was stated in the DEOCS that he was not approachable. He is very introverted. The previous I&I was extremely extraverted. This shift, from one end of the spectrum to the other, threw the staff off kilter. He is open about not having a smiling face.

ab. What are one or two items that you would change? (1) More personnel on the I&I staff. (2) Wish the SMCR staff was held accountable. It is tough when the I&I staff sees the SMCR getting away with items and not held accountable. The SMCR actions are creating more work for the I&I. If a Marine fails a PFT - nothing happens. If a Marine don't show up for an ATP - nothing happens. Recently a Marine forged a name in the logbook for ATP credit. A Marine uses GTCC to buy things not authorized. Accountability on the SMCR side is atrocious. They leave initial muster to the Brigades, this takes hours to get accurate accountability. At the most recent drill, in October 2019, there were 7 Marines left here at HTC while the bus went to Camp Pendleton. SMCR Marines prefer taking POVs to Camp Pendleton, they don't want to be bothered and feel they are too important to ride the bus. The SMCR side continues to put too much into a drill weekend. The SMCR side feels 'entitled', that rules and standards do not apply to them. The new SgtMaj must teach the SNCOs to be SNCOs.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH(b)(6), (b)(7)c
(b)(6), (b)(7)c /8999 USMC

ac. Who was the Marine who forged the ATP logbook? (b)(6), (b)(7)c
forged (b)(6), (b)(7)c name. (b)(6), (b)(7)c did not show up for his
assigned ATP.

ad. Who handles the funds concerning the Marine Corps Ball? SMCR
side does - (b)(6), (b)(7)c I took myself out of the ball process
because I felt like things were being done inappropriately. For 3d
ANGLIOC's 2015 Ball there was a SMCR GySgt who ran off with the Ball
money. The ball that year was I think at Disney Land, and the venue
was never paid. It is my understanding that FHG ended up paying for
the 2015 ball. The 2018 venue was in Anaheim, I very uncomfortable
because the event planner was charging \$9 service fee.

ae. Are there any issues with collecting Money for MC Ball? Not
that I am aware of.

af. Do you know of any marriage between a SNCO and a subordinate
Marine at 3d ANGLICO? Yes. (b)(6), (b)(7)c
(b)(6), (b)(7)c left back to back. left in the November/December
timeframe of 2018. (b)(6), (b)(7)c left 3d ANGLICO in March 2019, this
is when it came to light as (b)(6), (b)(7)c was claiming a dependent when
checking out. Nobody knew that something was going on, as they were
both professional in the work space. Nobody helped them get out of
orders. She is AR and he is AC. They both are still in the Marine
Corps.

ag. Is there anyone you recommend I speak with? No.

ah. Do you have any other issues or concerns? Yes. This is
concerning our recent drill in October. DMM was down around that
weekend. By Thursday following drill, the muster was ready for the
CO to certify, but he was unable to since he lost access to DMM due to
inactivity. During my time the DMM certification responsibility has
shifted. The SMCR CO is reluctant to certify muster. The SMCR CO
gave the I&I crap for not certifying Oct drill, even though the I&I
was not even here for the October drill.

2. This summary of the interview is true and accurate to the best of
my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
1 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0802 USMC

1. On 1 Nov 2019, I conducted an in-person at 3d ANGLICO HTC interview with (b)(6), (b)(7)c from 1628 to 1710. (b)(6), (b)(7)c provided the following information:

- a. AR or AC? AC.
- b. How long have you been with the command? June 2018.
- c. Have you been on I&I duty before? My first time.
- d. Where have you previously been stationed? Camp LeJuene, Quantico, and Okinawa, Iraq, OIF I, OEF 10.2.
- e. Can you describe the tempo of work? Busy.
- f. Live local - have a long commute? In the morning about hour, then 1 hour 15 minutes in the evening.
- g. Does the command have any inspections within the next nine months? FSMAO, 24 March 2020.
- h. Do you think the command is ready for FSMAO? Getting there. Motor T and Armory are a concern. We had a maintenance management gap.
- i. How did the command do on the MCAAT? The inspection was September 2019. We were not mission capable. Previous admin chief was not strong. AAU conducted an assist in April 2019 and uncovered some serious problems. (b)(6), (b)(7)c was the previous Admin Chief, his EAS was in June 2019. He had a baby on the way and was dealing with his parent's health. The billet is AR, and by the T/O is a Gy.
- j. Have you rummaged through Marines' desks? No. I did look at binders on a desks. I was in search of a CMR appointment letter, so that I could prepare one, which was needed at that time.
- k. Are the Marines allowed to take leave during a drill weekend? No. Conflicts with drill are looked at on a case by case basis. We

ENCLOSURE (23)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0802 USMC

ask that Marines communicate ahead of time, we will work with Marines. I did take leave during last drill weekend, October 19th and 20th. A year ago I was selected to be a chaperone for my son's trip. This was a culminating event for his 8th grade class. I explained this to the staff at a staff meeting, verbally. Until July 2019, there was no conflict, the SMCR staff shifted the October 2019 drill weekend due to the fact that Edson range could better support our drill the previous week.

l. What has been passed regarding leave for the holidays?
I have not passed any guidance. We do have a limited number of work days for FSMAO preparation.

m. Do Marines have the ability to take time to go to medical appointments? Yes.

n. Can you recall any occasion where a Marine was asked to choose between leave and a medical procedure? (b)(6), (b)(7)c - Motor T, had taken leave earlier in October, off leave then into an elective medical procedure. I am concerned about the status of his section. We rewarded a Cpl from the Motor T section to attend Jump School for doing a good job. SSgt is only one with GCSS account.

o. Please describe (b)(6), (b)(7)c and his interaction with the Marines? He was the former Assistance I&I. He is passionate about what he does. I spoke with him regarding how he engages people and to be cognizant of who was around when he spoke.

p. How would you describe the relationship between the I&I staff and the SMCR staff? Up and down during my time. Some turnover on SMCR side. There have been 4 OpsOs in my time. We now have a good OpsO in place. There has been a lack of a supporting SMCR staff, we think we have gotten better.

q. How would you describe your relationship with the 1stSgt?
Good. Has not been great the whole time. I have tried to get in her office each day. We can continue to work on communication, any short comings in this area are mine.

r. Was there any occasion of (b)(6), (b)(7)c being publically berated or treated in a demeaning manner? Yes, he was yelled at for not doing his job, in a public forum.

s. When was the last I&I team building event? May 2019 we went to the Museum of Tolerance. In May with the other services in the Joint Reserve Center here, we did a MERF challenge (Cross Fit) - then had a cook out. We have one tomorrow (2 Nov 2019), college football game UCLA - Colorado.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0802 USMC

t. Can you describe the work environment here at 3d ANGLICO? It is a grind. (Large sigh) Marines are working very hard - I try to give them time off and Comp days. AT season is very busy. If there is a funeral on the weekend, Marines receive a comp day. We are working with the Salvation Army - trying to use their volunteers to reduce the impact to our manpower. I am cognizant of the Marines' time.

u. Would you consider that there are an excessive number of meetings? No. Staff synch - Monday 1000. 1stSgt - close out meeting at end of the day. Previously the approach was complete your assigned task, and then sections can head out, this caused a reduction of coordination across the staff and a lack of tasks being completed.

v. Do you feel that an individual can raise a concern to the command leadership and there will be no retaliation? Yes. My door is always open, I know that I am not perfect; but will try to correct items which are raised to my attention.

w. When was the last time you completed a DEOCS, command climate? ~ Oct 2018. (b)(6), (b)(7)c has instructed me that the I&I staff is to be merged with ANGLICO and will conduct a survey 90 days prior to the SMCR Change of Command which is planned for July 2020.

x. What are one or two items that you would change?

(1) More personnel on the I&I staff. We have only one mechanic on the staff. Only two 3043s. Add another admin clerk. Create a Support Officer billet - to take the burden off (b)(6), (b)(7)c (b)(6), (b)(7)c the Assistant I&I.

(2) Accountability. Yes, it is a challenge for a drill weekend. Our T/O is ~214, we currently have ~220-230 on hand. Presently accountability is left up to the Brigade platoons. We did try scanning ID cards that did not work. It would help if SMCR tightened up procedures, it is tough getting completions for PFT and CFTs.

y. You were not at the last drill, but have you been informed that (b)(6), (b)(7)c forged (b)(6), (b)(7)c name in the ATP logbook, even though (b)(6), (b)(7)c was not present? No.

z. Was there any issue with certifying the muster for the October 2019 drill? DMM was down for a few days. Thursday following drill the CO was notified the muster was ready, however he had lost access to DMM due to inactivity. DMM certifying responsibility has shifted several times during my time here. SMCR CO is reluctant to certify. Pressure was asserted by (b)(6), (b)(7)c for me to certify the drill. I did not certify due to problems with accountability and I would not put my name in the DMM regarding accountability for the October drill.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 1802 USMC

aa. In 18 months have you ever witnessed all hands in formation to verify attendance at the commencement of a drill? Yes, once - conducted by (b)(6), (b)(7)c for a FRAPP inspection. The 3rd Brigade Platoon Sergeant - (b)(6), (b)(7)c is the only one for the Brigade Platoons that holds a formation and he stands there with a clipboard and personally verifies attendance.

ab. Who handles the funds concerning the Marine Corps Ball? SMCR side.

ac. Are there any issues with collecting Money for MC Ball? There was an e-mail sent out regarding the ball price increasing each month, this had been rectified.

ad. Do you know of any marriage between a SNCO and a subordinate Marine at 3d ANGLICO? No.

ae. Is there anyone you recommend I speak with? No.

af. Do you have any other issues or concerns? SNO inquired 'What is the next step?'

2. SNO made the following comments: "I failed my Marines by not putting my foot down hard enough initially regarding accountability with the SMCR. I have come to realize that the S-1 was overburdened, there were items which needed to go to Ops and the SMCR side. This has been corrected and will allow the S-1 Marines to focus, I do not want go through that again".

3. SNO was genuinely remorseful and expressed a deep concern for his Marines, burdened by limited resources, feels there are numerous tasks to juggle, and at times unrealistic demands from the SMCR.

4. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
4 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c 8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH
(b)(6), (b)(7)c /0411 USMCR

1. On 4 Nov 2019, I conducted a telephone interview with (b)(6), (b)(7)c
(b)(6), (b)(7)c from 1054 to 1114 PST. (b)(6), (b)(7)c provided the
following information:

- a. AR or AC? AR.
- b. How long have you been with the command? 20150903 - 20190813.
Currently I am at MWSS-472 Det A, Wyoming, PA.
- c. What section did you work in? The S-4.
- d. Have you been on I&I duty before? My first time.
- e. Where have you previously been stationed? A reservist with
1/23, then went AR, with first assignment at Bell, CA.
- f. Can you describe the tempo of work? Busy.
- g. Live local - have a long commute? 30 minutes. Traffic in LA
is tough and finding good housing close to work is very hard.
- h. Were you allowed to take leave during a drill weekend? Unless
something big, they wanted everyone there for drill. Bn level
equipment, but supported by detachment amount of people. The command
did not like people taking leave during drill; but were flexible. I
was allowed to miss drill for my wife's graduation.
- i. Did you have the ability to take time to go to medical
appointments? Absolutely.
- j. Can you describe the work environment at 3d ANGLICO?
I felt free to speak my mind, that my opinions were valued. We were
allowed to joke around, still remained professional.
- k. Would you consider that there are an excessive number of
meetings? No. Once a week staff synch, one before drill.

ENCLOSURE (24)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH
(b)(6), (b)(7)c /0411 USMCR

1. Do you feel this command leadership would retaliate if an issue or concern was raised? No.

m. What are one or two items that you would change? (1) Allow another Comp day. (2) every section had their own schedule. There should be a minimum amount of time to be there. Admin works longer than supply, and admin is there the longest.

n. Did you witness the I&I going through anyone's desk? No.

o. Did the I&I raise his voice or belittle anyone in public? No.

p. Do you know of any marriage between a SNCO and a subordinate Marine at 3d ANGLICO? No.

q. How would describe (b)(6), (b)(7)c conduct? Very hard diligent worker, this style would bleed over to his management style. He was very aggressive, but not in a negative manner. Because of the operations and many items going in, it required him to pull a lot together. When Marines continued to have problems, (b)(6), (b)(7)c had to repeatedly counsel them. I had no issues with (b)(6), (b)(7)c I understand that some may have had issue with him. He also went to bat for us. I saw fairness and proficiency in his approach. There was a method to his madness. Both (b)(6), (b)(7)c and the I&I had frank talks with Sgt Ho. I saw fairness in their handling of Sgt Ho.

r. Is there anyone you recommend I speak with? No.

s. Do you have any other issues or concerns? It is my understanding things have become stricter since I left. There was some event on the enlisted side, with someone not completing their assigned task in a timely fashion.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
4 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0621 USMCR

1. On 4 Nov 2019, I conducted a telephone interview with (b)(6), (b)(7)c
(b)(6), (b)(7)c from 1225 to 1232 PST. (b)(6), (b)(7)c provided the
following information:

- a. AR or AC? SMCR.
- b. How long have you been with the command? Since 2009, left for a few years, 4th Recon, Echo Co from 2014-2017, then returned.
- c. What section do you work in? Currently the Team Chief with 1st Bdg.
- d. Can you describe the tempo at 3d ANGLICO? Good, it could be faster.
- e. Does the command have any inspections within the next nine months? I think so.
- f. When was the last time you completed a DEOCS, command climate? Within the last year.
- g. How does 3d ANGLICO conduct accountability for drill? Marines show up in formation, informally, Marines also have their IDs scanned. Then formal accountability at a formation, this is done by section by enlisted senior leadership. Admin from SMCR side lead the badge scanning.
- h. Please describe (b)(6), (b)(7)c and his interaction with the Marines? Always positive.
- i. How would you describe the relationship between the I&I staff and the SMCR staff? Pretty good. Everyone on I&I looking to get job done. SMCR side really wants to train.
- j. Have you witnesses the I&I rummaging through Marines' desks? No.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /0621 USMCR

k. Who handles the funds concerning the Marine Corps Ball?
(b)(6), (b)(7)c

l. Is VENMO being utilized for collecting funds for the MC Ball?
Yes, it is.

m. Is this VENMO account tied to a personal account? It is a
segregated account.

n. Were several of the 2111's initially left behind at the HTC,
when the unit conducted movement to Camp Pendleton for the October
drill? Not aware of anyone left behind.

o. Is it a frequent occurrence that Marines take their PFT or CFT
elsewhere, and then provide the I&I appropriate supporting
documentation? Heard about it happening a couple of times.

p. Do you know of any marriage between a SNCO and a subordinate
Marine at 3d ANGLICO? No.

q. Is there anyone you recommend I speak with? No.

r. Do you have any other issues or concerns? No.

2. This summary of the interview is true and accurate to the best of
my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO:
5830
IO/ccu
4 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c '8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /7509 USMCR

1. On 4 Nov 2019, I conducted a telephone interview with (b)(6), (b)(7)c
(b)(6), (b)(7)c from 1450 to 1529. (b)(6), (b)(7)c provided
the following information:

- a. AR or AC? SMCR.
- b. How long have you been with the command? Approximately 6 months, April 2019. Came from 3rd CAG.
- c. What section do you work in? The XO.
- d. Where have you previously been stationed? 14 years Active Duty - transitioned to the Reserves. Active Duty time - Camp LeJuene, Quantico, Pensacola, Corpus Christi, Cherry Point, Camp Pendleton.
- e. Can you describe the tempo at 3d ANGLICO? Compared to active duty slower. Compared with any SMCR unit, right in line.
- f. Does the command have any inspections within the next nine months? FSMAO last two weeks of March 2020. The command just went through MCAAT, results were very poor. When I first checked in we had no Adjutant. The former I&I Administration Chief was a very low performer. Items which raised a red flag for me was not getting paid promptly. I personally waited a long time for payments. There was an extreme slowness of pay. We had no pay issues at 3rd CAG. (b)(6), (b)(7)c
(b)(6), (b)(7)c came to help our Admin, and as we dug, we found more problems.
- g. When was the last time you completed a DEOCS, command climate? The CO did one right after taking over. The CO talks about doing one this winter. CO has talked about how helpful the feedback was from the previous DEOCS.
- h. How does 3d ANGLICO conduct accountability for drill? When I first joined the unit, I saw something I had never seen before, and did not feel that it was good. A Marine had created a system to scan ID cards, then there would be a long period of time for Admin to organize the data into a muster report - it would take half of a day. There was a lack of face to face accountability. Now Marines muster

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /7509 USMCR

in cafeteria, but by platoon. Then the platoons report to Admin Chief. Platoon Commanders are empowered to work in Drill Manager. This is faster, but I am not sure if the quality is better.

i. Who certifies the muster for drill? The CO almost always. I&I maybe once.

j. Please describe (b)(6), (b)(7)c and his interaction with the Marines? (Chuckles) I want to pick my words carefully, want to do right by both sides. Relationship between I&I and SMCR was bad when I got here. (b)(6), (b)(7)c is very intelligent, extremely detailed oriented - those are his good attributes. My first drill, (b)(6), (b)(7)c (b)(6), (b)(7)c was condescending to me. So at the end of my first drill I closed the door and had a discussion with him. Since I would not allow him to become condescending to me, our relationship was fine from that point forward. He could be pretty brutal with other people. I did observe him once being very derogatory to one of his SNCOs, a verbal dressing down. His leadership style was that of a gun squadron mentality - very aggressive. Without a shadow of doubt there were numerous folks who did not like (b)(6), (b)(7)c - as he was often very negative and accusatory towards the SMCR. He was usually right on items, but rarely went about it the right way. We as a command have made important progress and continue to improve.

k. How would you describe the relationship between the I&I staff and the SMCR staff? Strained, because of Admin. The I&I has a certain personality. The SMCR has done things done which frustrated the I&I - such as not getting bus rosters in until late. We have a new OpsO and things are getting better. We recently added an Adjutant - he is coming from Recon and helped them turn around their admin program. When the SMCR side misses deadlines this has frustrated the I&I. Right now the I&I Staff and SMCR Staff relationship is very strained and not productive.

l. Have you witnessed the I&I rummaging through Marines' desks? (Laughing) No. Not that I have heard about.

m. What are one or two items that you would change? (1) Fix the relationship with I&I. If I was the CO I would be pissed. I do not know what to do. I would like to see the relationship not be counterproductive. (2) Fixing our own stuff on SMCR, is happening. The unit is doing the things it needs to do - getting the right people in right seats. We are now getting procedures in place. We are learning more about the proper procedures required for admin.

n. Who handles the funds concerning the Marine Corps Ball? There was a bank account with some funds in it from the previous ball. I was NOT at this last drill, my wife recently had a baby.

o. Is VENMO being utilized for collecting funds for the MC Ball? Do not know.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /7509 USMCR

p. Is it a frequent occurrence that Marines take their PFT or CFT elsewhere, and then provide the I&I appropriate supporting documentation? A vast majority take it at the unit. It is non-standard to take it elsewhere, but it does happen. One Officer turned in paperwork which was questionable and the I&I refused to sign off, I agree with that call.

q. What is your gut feeling regards to how the command will do for FSMAO? We do not currently have an effective S-4. We recently joined to the command a good logistics officer, (b)(6), (b)(7)c. We have time to be ready for FSMAO. I do not believe that we are in line for same kind of problems as we had with the MCAAT. The I&I has asked for help over the next few drills. I am cautiously optimistic that it will not be like the MCAAT.

r. Is there anyone you recommend I speak with? The I&I, CO and the 1stSgt.

s. Do you have any other issues or concerns?

(1) I believe that (b)(6), (b)(7)c wants to do the right thing.

(2) The unit is deployable. SALTs and teams do have the ability to do their job. This command does great in the field.

(3) One thing I have witnessed, the I&I wanted to move the operations shop out of the 4 man office space into the common area. About 2 months ago the I&I moved the S-1 into the operations space. The SMCR intent was to put the S-4 officer into the S-3 operations space to increase communication and coordination. This was not well received by the SMCR staff.

(4) We have some Admin issues, which need to be addressed.

(5) Although the environment with the I&I staff was counterproductive, it has started to make some improvement.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
5 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0802 USMCR

1. On 5 Nov 2019, I conducted a telephone interview with (b)(6), (b)(7)c
(b)(6), (b)(7)c from 0932 to 0950 PST. (b)(6), (b)(7)c provided
the following information:

a. How does 3d ANGLICO conduct accountability for drill?
The process is currently in flux, something we have not been doing perfectly - a take away from MCAAT. We have a new SgtMaj - he is working on our procedures and is helping to tighten things up. Being present while platoons are doing musters, we had been doing it indirectly in the past. Now there is more direct supervision, in conjunction with S-1. Together they generate an accountability roster for drill in DMM for certification - more centrally involved.

b. Who certifies the muster for drill? Most recent time was me, most historically the previous XO, then members of the I&I staff who were present. The XO is who is supposed to do this.

c. Please describe (b)(6), (b)(7)c and his interaction with the Marines? My main experience was his interaction with officers and members of my staff. Don't remember the exact quote was but a Major in the S-3 shop stated - "every time (b)(6), (b)(7)c chimes in he makes a good point but does it in a very annoying way." He is super intelligent and has a good handle on things. He actually left the command about four months ago. He is a smart guy and has a lot to contribute. However, the manner in which (b)(6), (b)(7)c presents items can be grading on members of my staff. I have not witnessed him in the capacity of interaction with junior Marines. His comment to me, during our out call was, "I have done more adverse paperwork during my time here then my entire time in my Marine Corps career."

d. How would you describe the relationship between the I&I staff and the SMCR staff? Strained. We spoke before about pay issues - that would be the one thing I would like to snap my fingers and fix. Marines are generally proud to be with this unit, but the recent state of issues related to pay - has not been insignificant and has had an impact upon the command. Two years ago when I came into 3d ANGLICO the relationship was not great with the previous I&I. It has always been on my list, what we can do to improve things? Recent pay issues

ENCLOSURE (27)

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c 0802 USMCR

which are attributed to the I&I staff has made the general relationship worse. Some of the roughly 59 Marines who registered an administrative issue were valid, they all were not indications regarding a screw up on the part of one specific individual. The general sense was that we the SMCR Marines were frustrated, specifically uncertainties regarding pay. The SMCR personnel have tried to work through pay issues between drills - but the level of customer service has been at the DMV level of service.

e. Have you witnessed the I&I rummaging through Marines' desks? No.

f. Were you aware of a Marine forging another Marine's name into the ATP logbook during the October drill? No.

g. Were you aware of several 2111's initially left behind at the HTC, when the unit conducted movement to Camp Pendleton for the October drill? Yes.

h. Is it a frequent occurrence that Marines take their PFT or CFT elsewhere, and then provide the I&I appropriate supporting documentation? Not unusual. I can't speak to the frequency. We try to provide ample opportunities to take it at the HTC. I did take my PFT/CFT off site once myself.

i. Did (b)(6), (b)(7)c take his PFTs/CFTs with the command there at Bell, CA? Not recently. Had a partial, had injured his hand.

j. Do you know of any marriage between a SNCO and a subordinate Marine at 3d ANGLICO? No.

k. Do you have any other issues or concerns? In regards to the broader command climate I would recommend you speak with (b)(6), (b)(7)c. He can offer a fresh set of eyes, he recently returned from a UDP. He can offer an initial take, due to recently joining the command. He can offer a frank view of mustering in terms of our current process and figuring out improvements regarding accountability and the procedures for mustering Marines.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c



UNITED STATES MARINE CORPS
DEPLOYMENT PROCESSING COMMAND/RESERVE SUPPORT UNIT WEST
BOX 555111
CAMP PENDLETON, CA 92055-5111

IN REPLY REFER TO
5830
IO/ccu
5 Nov 19

MEMORANDUM FOR THE RECORD

From: IO, (b)(6), (b)(7)c /8041 USMCR
To: Files

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /8999 USMCR

1. On 5 Nov 2019, I conducted a telephone interview with (b)(6), (b)(7)c
(b)(6), (b)(7)c from 1049 to 1105 PST. (b)(6), (b)(7)c provided the
following information:

- a. AR or AC? SMCR.
- b. How long have you been with the command? 2 months, I have
attended 2 drills.
- c. Where have you previously been stationed? Active duty service
from Jun 1990 to Nov 1996; 29 Palms, Camp Pendleton.
- d. Can you describe the tempo at 3d ANGLICO? Busy for me, trying
to grasp how it works. Right now it feels very hectic. I have never
been at an ANGLICO type unit, the structure is very different. I only
had a couple of hours for turnover with my predecessor. I am trying
to understand how they work and what I can fix.
- e. How does 3d ANGLICO conduct accountability for drill?
Each platoon conducts their own accountability. Then each platoon
reports to admin. Each platoon is called a brigade. Each brigade
does their own muster.
- f. Who certifies the muster for drill? The I&I or the CO.
- g. Are there any issues with collecting Money for MC Ball? No.
- h. Are payments for the ball made through VENMO? Yes.
- i. Were you aware a Marine forging another Marine's name into the
ATP logbook during the October drill? Yes.
- j. Were you aware of several 2111's initially left behind at the
HTC, when the unit conducted movement to Camp Pendleton for the
October drill? Yes. On both situations (paragraph 1.i) I spoke to
the parties involved.

Subj: INVESTIGATING OFFICER SUMMARY OF INTERVIEW WITH (b)(6), (b)(7)c
(b)(6), (b)(7)c /8999 USMCR

k. Is it a frequent occurrence that Marines take their PFT or CFT elsewhere, and then provide the I&I appropriate supporting documentation? Do not know.

l. How would you describe the relationship between the I&I staff and the SMCR staff? Seems strained, from my first couple of drills and from speaking with both staffs.

m. What are one or two items what you would change? (1) The way we conduct accountability. (2) Our administrative procedures. How we move an admin problem through the process towards to resolution, such as pay, promotion and awards.

n. Is there anyone you recommend I speak with? (b)(6), (b)(7)c
reserve Operations Officer; perhaps platoon sergeants. The former Sergeant Major.

o. Do you have any other issues or concerns?

(1) There appears to be a lot of misunderstandings between the SMCR and the I&I side. Each side seems to champion their own items and look at the other's issues as mutually exclusive. The I&I priorities and the SMCR's desire for training seem to be at odds. I am trying to get both sides to understand the topic from the other view point and meet somewhere in the middle.

(2) The former SgtMaj had a lot to do with the current disconnect between the staffs.

(3) I have spoken with the Reserve CO a lot, numerous one on one conversations. His priority is taking care of the Marines, such as Pro/Con marks, promotions, awards and pay. He is really interested in taking care of the Marines. There are no issues coming from him, he has communicated his intent for me - keep on top of morale and pay issues. It seems like we are trying to re-establish a relationship between SMCR and I&I - presently there is a lot of finger pointing from the I&I staff. "This would not have happened if..., We told you..., See what I mean..." This is the response I have observed from the current admin chief.

2. This summary of the interview is true and accurate to the best of my knowledge.

(b)(6), (b)(7)c

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c gmail.com>
Sent: Tuesday, November 5, 2019 8:20 AM
To: (b)(6), (b)(7)c
Subject: [Non-DoD Source] Re: Venmo - 3d ANGLCIO

Of course Sir

Item 1. 31 October 2019 payment to (b)(6), (b)(7)c \$25

He didn't do the math right and I needed to refund him \$25

Item 2. 22 Oct 2019 Payment to me, (b)(6), (b)(7)c was for money deposited by (b)(6), (b)(7)c for a civilian job he did for me and he paid me that on 17 October 2019. His phone number is (b)(6), (b)(7)c

Items 3-7 are deposits from the Venmo account, the other account in which Marines can pay for tickets. Here are the screen shots of that Sir

Item 8. 23 Aug 2019 Payment to me, (b)(6), (b)(7)c was for money deposited by (b)(6), (b)(7)c for a civilian job he did for me and he paid me that on 19 August 2019. His phone number is (b)(6), (b)(7)c

Sorry for the confusions Sir. Please let me know if there is anything else to clarify, I want to be as open and clear on this as possible. Also if there is any additional information you need.

Thank you

(b)(6), (b)(7)c

On Tue, Nov 5, 2019 at 7:07 AM

(b)(6), (b)(7)c

usmc.mil <mailto:(b)(6), (b)(7)c usmc.mil> > wrote:

(b)(6), (b)(7)c

Thank you for the screen shots of Venmo. There were 8 transactions if you could please provide some amplifying information regarding them:

1. 31 Oct 2019	payment to	\$ 25.00
2. 22 Oct 2019	payment to (b)(6), (b)(7)c	\$ 90.00
3. 17 Sep 2019	Cash Out	\$ 2,015.00
4. 17 Sep 2019	Cash Out	\$ 2,061.53
5. 13 Sep 2019	Venmo Cashout	\$ 1,765.00
6. 5 Sep 2019	Venmo Cashout	\$ 2,000.00
7. 5 Sep 2019	Venmo Cashout	\$ 2,355.00
8. 23 Aug 2019	Apple Cash	\$ 250.00

R/

(b)(6), (b)(7)c

(b)(6), (b)(7)c

Commanding Officer
Deployment Processing Command/
Reserve Support Unit-West
Force Headquarters Group, MFR
Camp Talega
Camp Pendleton, CA

(b)(6), (b)(7)c

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c
Sent: Tuesday, November 5, 2019 10:48 AM
To: (b)(6), (b)(7)c
Subject: RE: CI - 3d ANGLICO
Attachments: 2019 Outside NAVMCs.pdf
Signed By: (b)(6), (b)(7)c @usmc.mil

Good Morning Sir,

I have attached the NAVMCs as requested. Please see below for name break down.

- 1 (b)(6), (b)(7)c submitted NAVMC from RS Orange dated 20190336
2 (b)(6), (b)(7)c submitted NAVMC from 6th ESB Bulk Fuel with no date,
The date looks to have been removed but the lined out (NFE) portions shows a
date of 20190628
3 (b)(6), (b)(7)c submitted a NAVMC signed by (b)(6), (b)(7)c (a member of
3D ANGLICO but is not a CPTR) dated 20190618
4 (b)(6), (b)(7)c submitted a NAVMC signed by a (b)(6), (b)(7)c
on 20190613 but 3D ANGLICO has never has a MGySgt by that name.
5 (b)(6), (b)(7)c submitted a NAVMC from RS Phoenix dated 20190403 (b)(6), (b)(7)c
6 (b)(6), (b)(7)c submitted a NAVMC dated on 20190325 and signed by (b)(6), (b)(7)c
7 (b)(6), (b)(7)c who identified himself as a 2D ANGLICO CPTR.
8 (b)(6), (b)(7)c submitted a NAVMC dated 20190227 from Marine detachment,
Ft Sill. (SNM was TAD to Fort Sill, OK for training at this time).
9 (b)(6), (b)(7)c submitted a NAVMC with not date, no identifying unit. (b)(6), (b)(7)c 29 Pal
✓ (b)(6), (b)(7)c submitted a NAVMC dated 20190628 from 5th Battalion 14th
Marines
✓ (b)(6), (b)(7)c submitted a NAVMC dated 20190620 from Marine
detachment Fort Sill (SNO was TAD for training at this time.)

For PFT season 2019, our unit ran a PFT every drill and my Ops Chief conducted a total of 16 PFT from Jan-June 2019.

We have not received any outside NAVMC for the 2019 CFT season but we typically receive them during the month of December after we send out the CFT hitlist. To date, we have conducted 4 CFTS, have (2) planned for the month of November, and (2) planned for the month of December.

Please let me know if you have any further questions.

R/S

(b)(6), (b)(7)c
First Sergeant
3d Air Naval Gunfire Liaison Company
5631 Rickenbacker Rd
Bell, CA 90201

Off
BB: (b)(6), (b)(7)c
E-Mail: (b)(6), (b)(7)c @usmc.mil
Shared Mail Box: omb_3rd_anglico@usmc.mil

Military One Source: 1-800-342-9647
PHOP Southwest Region: 760-681-9988
National Suicide Prevention Hotline: 1-800-273-8522
DTRESS Line: 1-877-476-7734

"Nothing could be easier than disturbing a status quo instituted by others"

-----Original Message-----

From: (b)(6), (b)(7)c
Sent: Tuesday, November 5, 2019 7:11 AM
To: (b)(6), (b)(7)c @usmc.mil>
Subject: CI - 3d ANGLICO

(b)(6), (b)(7)c

If you could please research for me, and obtain the supporting documentation for following question:

- The number of personnel since 1 Jan 2019 who have submitted paperwork regarding either CFT or PFT taken at another location/unit than 3d ANGLICO?

Thank you.

R/

(b)(6), (b)(7)c

(b)(6), (b)(7)c
Commanding Officer
Deployment Processing Command/
Reserve Support Unit-West
Force Headquarters Group, MFR
Camp Talega
Camp Pendleton, CA

(b)(6), (b)(7)c

ENCLOSURE (30)

20190826

(b)(6), (b)(7)c

FOR THE LOVE OF THE CITY
 Please see the inside back cover for important information about the 2007 and 2008 elections.

3

PFT/CFT Performance Worksheet																				
Line		Individual Data				Period				PFT Performance Data					CFT Performance Data					
Last Name, First Name, Middle Initial		Rank	Age	Gender	Height	Weight	Pushups	Score	Crunches	Score	3 Mile Run	Score	PFT Total	MTC	Time	AL	Reps	MAWUF	Time	Pass/Fail
(b)(6), (b)(7)c																				
(b)(6), (b)(7)c																				

Note: Risk Factor Worksheet required for Marines age 48 and over.

NAVMC 11622 (Rev. 11-2014) (EF)

FOUO-PRIVACY SENSITIVE WHEN FILLED IN



UNITED STATES MARINE CORPS
MARINE DETACHMENT, FORT SILL,
TRAINING COMMAND
745 GERONIMO ROAD
FORT SILL, OKLAHOMA 73503-4425

TH PERLY ACFT. TO
5000
CO
12 FEB 19

From: Commanding Officer, Marine Corps Artillery Detachment
To: (b)(6), (b)(7)c /0861 USMC

Subj: APPOINTMENT AS COMMAND PHYSICAL TRAINING REPRESENTATIVE.

Ref: (a) MCO 6100.13A
(b) MCO 6110.3A

1. Per references (a) and (b), you are appointed to serve as the command physical training representative for the United States Marine Corps Artillery Detachment, Fort Sill, Oklahoma.
2. You will familiarize yourself with the references and ensure you are compliant with the references.

(b)(6), (b)(7)c

By Direction

FIRST ENDORSEMENT

From: (b)(6), (b)(7)c /0861 USMC
To: Commanding Officer, Marine Corps Artillery Detachment

1. I hereby assume all duties as a Command Physical Training Representative for the United States Marine Corps Artillery Detachment, Fort Sill, Oklahoma.

(b)(6), (b)(7)c

PFT/CFT Performance Worksheet

Unit		Period										Month										
		Interval Data					PFT Performance Data					CFT Performance Data										
Rank	First Name	Alt	Last Name	EDPT	Age	Gender	Height	Weight	Pull-Up/AM	Score	Crunches	Score	3 Mile Run	Score	PFT Total	MTL	Time	AL	Run	MAWIF	Time	Points
(b)(6), (b)(7)																						

NAVMAC 11622 (Rev 11-2014) (EP)

These PFT/CFT Worksheets required for Marines ages 18 and over

FOUO - PRIVACY SENSITIVE WHEN FILLED IN

(b)(6), (b)(7)c

200 Page 10

7

MCO 8100.13

PFT/CPT Performance Worksheet

Unit	3rd Battalion (4th Marine)	Individual Data										Date		201003		PFT Performance Data										Member		CPT Performance Data																											
Rank	First Name	MI	Last Name	EDPT	Age	Gender	Height	Weight	PFA Date	PA Ups	Push Ups	3 Leg Run	5K Run	Score	PFT Total	MTC	Time	AL	Reps	MANUE	Time	Power																																	
(b)(6), (b)(7)c																							PFT Performance Data					CPT Performance Data																											
																							PFT Performance Data					CPT Performance Data																											
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PFT Performance Data					CPT Performance Data																																																		

7-10: Risk Factor Worksheet required for Marines age 45 and over.

NAVMC 11622 (Rev. 11-10) (EP)

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Do not release this information to the public without proper authorization

Adobe Designer 11.0

USMC 3270 Terminal

TUEPTBIR
GMEATG ENTER NEXT EDIPT
MCJFS BASIC INDIVIDUAL RECORD
ENTER CAIC
SEQ MBR
11/05/2019
10:30:35

(b)(6), (b)(7)c

Connected to the host [sthd.csd.dica.mil]

CAP NUM SCRL 11:30 AM

FY20 LIEUTENANT COLONEL COMMAND SCREENING BOARD RESULTS

Date Signed: 8/5/2019 | MARADMINs Number: 429/19

MARADMINs : 429/19

R 051724Z AUG 19

MARADMIN 429/19

MSGID/GENADMIN/CMC WASHINGTON DC MRA MM//

SUBJ/FY20 LIEUTENANT COLONEL COMMAND SCREENING BOARD RESULTS//

REF/A/MSGID:DOC/CMC WASHINGTON DC/YMD: 20170323//

REF/B/MSGID:MSG/CMC WASHINGTON DC MRA MM/011054ZJUN19//

NARR/REF A IS MCO 1300.64B, COMMAND SCREENING PROGRAM. REF B IS MARADMIN 269/17, FISCAL YEAR 2020 (FY20) COMMAND SCREENING BOARDS.//

POC/J. J. MCCAFFREY/MAJ/MMOA-3/-/TEL: (703) 784-9284/EMAIL:

JOSEPH.J.MCCAFFREY@USMC.MIL//

GENTEXT/REMARKS/1. On 9 July 2019, the Commandant of the Marine Corps convened the FY20 Lieutenant Colonel Command Screening Board. The purpose of command screening is to ensure that Marines receive the best possible leadership and to provide all eligible officers with a fair and equitable opportunity to command. Two general officers and seventeen colonels screened the records of eligible lieutenant colonels and lieutenant colonels (sel) for assignment to 154 operating/supporting establishment commands. Billets considered will normally become available during the period of 1 June 2020 to 31 May 2021.

2. The board selected 154 officers as primaries for command. To accommodate the assignment process and the availability of individual officers, 80 officers were selected as alternates and found eligible for command by the board. The alternate list provides an adequate number of officers to meet the command requirements should an officer decline command or otherwise be unable to take command.

3. The quality of the Marines considered reaffirms that the Corps continues to produce and promote leaders of the highest caliber. The relatively small number of command billets available and the large number of eligible officers combine to make command selection an exceptionally competitive process.

4. The Commandant of the Marine Corps has approved the following:

Name	MOS	Command
------	-----	---------

FARRINGTON II, THOMAS C.	7315 VMU-3
FELTER, TREVOR J.	7509 VMA-542
FIALA, BENJAMIN J.	7525 H&HS, YUMA
FLYNN III, GEORGE J.	0302 3RD BATTALION, 7TH MARINES
FORSYTHE, CHRISTOPHER J.	7202 MTACS-38
FRIEDRICK, BENJAMIN M.	7543 H&HS, NEW RIVER
FUSS, THOMAS D.	6002 MALS-31
GAINES, KENDRICK L.	0802 I&I, 5TH BN, 14TH MARINES
GALLAGHER JR, TIMOTHY K.	7557 SITE COMMAND, STEWART
GIBSON, ROBERT A.	4402 3RD RECRUIT TRNG BN
GODFREY, JERRY A.	0402 MWSS-171
GOEMAN, ANDREA L.	7202 MACS-1
GOODNO, ALEXANDER E.	7523 VMFA-225
GORDINIER, RYAN R.	0302 2ND BATTALION, 8TH MARINES
GORDY IV, GEORGE R.	0302 3RD BATTALION, 3RD MARINES
GREGORY, JOSHUA A.	3002 CLB-3
GRISSOM, JUSTIN C.	7523 VMFA-323
GROCEMAN, ROBERT M.	0802 2ND RECRUIT TRNG BN, MCRD
HAINES JR, PATRICK M.	6002 MALS-11
HALL, JUSTIN J.	7557 VT-35
HARLEY, JOHN P.	0802 3D ANGLICO
HAWKINS, JEREMY C.	7566 HMH-464
HENRY, CHRISTINA R.	3002 2ND MAINTENANCE BN
HENZLER, ERIC J.	3002 I&I, CLB-23
HEREDIA, BENJAMIN R.	0202 1ST RADIO BN
HESTER, MICHAEL S.	0102 8TH BN, USMEPCOM
HOLTON, EDWARD V.	0302 1ST BATTALION, 7TH MARINES
HUDSON, TIMOTHY G.	7509 VMA-231
HUTCHISON, JONATHON A.	7525 H&HS, IWAKUNI
ISSITT, BROGAN C.	3002 3RD MAINTENANCE BN
JONES JR, ROBERT M.	0302 2ND BATTALION, 5TH MARINES
JONES, LAWRENCE O.	7566 HMH-366
KAISER, DANIEL W.	7532 VMM-364
KEMPF, MICHAEL R.	7315 VMU-2
KIM, SUNG G.	0302 INFANTRY TRNG BN - EAST
KNICKERBOCKER, BRET J.	7532 VMM-365
KOURY, WALKER C.	0302 INFANTRY TRNG BN - WEST
KOVAL, MARK A.	7565 HMLA/T-303
KUSNERAK, MICHAEL P.	6002 MALS-14
LAMBERT, JASON A.	7202 MASS-2
LANE, LERON E.	0602 HQ BN, SOI EAST
LAPOINTE, BRIAN D.	1302 2ND COMBAT ENG BN
LEE JR, BOBBY W.	0302 I&I, 1ST BATTALION, 23RD MARINES

ENCLOSURE 32)

FY20 RESERVE COMMAND SCREENING BOARD AND RESERVE SENIOR LEADER BOARD RESULTS

Date Signed: 9/16/2019 | MARADMINS Number: 502/19

MARADMINS : 502/19

MARADMIN 502/19

R 161919Z SEP 19

MSGID/GENADMIN/CMC WASHINGTON DC MRA RA//

SUBJ/FY20 RESERVE COMMAND SCREENING BOARD AND RESERVE SENIOR LEADER BOARD RESULTS//

REF/A/DOC/CMC/YMD: 20170814//

REF/B/MSG/CMC WASHINGTON DC MRA RA/251402ZMAR19//

REF/C/MSG/CMC WASHINGTON DC MRA RA/261748ZAPR19//

REF/D/MSG/CMC WASHINGTON DC MRA RA/071727ZJUN19//

NARR/REFERENCE A IS MCO 1300R.65D, RESERVE COMMAND SCREENING PROGRAM.

REFERENCE B IS MARADMIN 195/19, CONVENING OF THE FISCAL YEAR 2020 (FY20)

RESERVE COMMAND SCREENING BOARD (RCSB) AND RESERVE SENIOR LEADER BOARD

(RSLB). REFERENCE C IS MARADMIN 262/19, CHANGE 1 TO THE CONVENING OF THE

FISCAL YEAR 2020 (FY20) RESERVE COMMAND SCREENING BOARD (RCSB) AND

RESERVE SENIOR LEADER BOARD (RSLB), REFERENCE D IS MARADMIN 332/19, CHANGE

2 TO THE CONVENING OF THE FISCAL YEAR 2020 (FY20) RESERVE COMMAND

SCREENING BOARD (RCSB) AND RESERVE SENIOR LEADER BOARD (RSLB)//

POC/N. R. ALLEN/MAJ/RAM-3/TEL: 703-784-1275//EMAIL: RCSB@USMC.MIL//

POC/B. FORD/CIV/RAM-3/TEL: 703-432-9410//EMAIL: RCSB@USMC.MIL//

GENTEXT/REMARKS/1. On 12 August 2019, the Commandant of the Marine Corps (CMC) and the Deputy Commandant for Manpower and Reserve Affairs (DC MRA) convened the FY20 RCSB and RSLB. The purpose of command screening is to ensure that Marines receive the best possible leadership and to provide all eligible officers with a fair and equitable opportunity to command.

2. The board selected 33 officers for command and 13 officers for senior leader billets as primaries. To accommodate the assignment process and the availability of individual officers, 32 officers were selected as alternates and found eligible for command. The alternate list provides an adequate number of officers to meet the command requirements should a primary decline command or otherwise be unable to take command.

ENCLOSURE 03

c. Deputy, Chief of Staff/Plans, JECC, USTRANSCOM, Norfolk, VA, Barnes, William A. 8041, May 2020.

7. CMC has approved the following Reserve Lieutenant Colonel Command Slate. Each command is listed with title, unit, location, slate name, and PMOS with projected change of command date.

a. CO, 3d Air Naval Gunfire Liaison Company, FHG, Bell, CA, Johansen, Justin M. 0802, Jun 2020.

b. CO, 6th Air Naval Gunfire Liaison Company, FHG, Joint Base Lewis-McChord, WA, Leclaire, Devaunt Z. 7509, Mar 2020.

c. CO, 6th Communication Battalion, FHG, Brooklyn, NY, Prater, Ian M. 0602, Aug 2020.

d. CO, 1st Battalion, 23d Marines, 4th MarDiv, Houston, TX, Newsome II, Samson C. 0302, Sep 2020.

e. CO, 2d Battalion, 23d Marines, 4th MarDiv, Pasadena, CA, Riley, Jason A. 0302, Dec 2019.

f. CO, 1st Battalion, 24th Marines, 4th MarDiv, Detroit, MI, ODonnell, Kevin M. 0302, Oct 2019.

g. CO, 2d Battalion, 24th Marines, 4th MarDiv, Chicago, IL, Lee, Andrew C. 0302, Oct 2019.

h. CO, 1st Battalion, 25th Marines, 4th MarDiv, Fort Devens, MA, Hall, Mathison G. 0302, Aug 2020.

i. CO, 2d Battalion, 25th Marines, 4th MarDiv, Garden City, NY, Colvin, James F. 0302, Sep 2020.

j. CO, 4th Reconnaissance Company, 4th MarDiv, San Antonio, TX, Walker, Erik N. 0302, Mar 2020.

k. CO, 4th Light Armored Reconnaissance Battalion, 4th MarDiv, Camp Pendleton, CA, Riordan, Brian C. 0302, Aug 2020.

l. CO, 5th Bn, 14th Marines, 4th MarDiv, Seal Beach, CA, Rylander, Nathan P. 0802, Jun 2020.

m. CO, 4th Tank Battalion, 4th MarDiv, San Diego, CA, Oquin, Michael D. 1802, Feb 2020.

n. CO, 4th Assault Amphibian Battalion, 4th MarDiv, Tampa, FL, Santiago, Alexis 1803, Oct 2019.

o. CO, Marine Light Attack Helicopter Squadron 773, 4th MAW, Joint Base McGuire-Dix-Lakehurst, NJ, Ziegler, Carl M. 7565, May 2020.

p. CO, Marine Medium Tiltrotor Squadron 774, 4th MAW, Norfolk, VA, Smith, Joshua E. 7532, Aug 2020.

q. CO, Marine Fighter Attack Squadron 112, 4th MAW, Fort Worth, TX, Yauck, Jeremy R. 7523, May 2020.

r. CO, Marine Air Support Squadron 6, 4th MAW, Westover, MA, Bowsher Jr., Herbert J. 7202, Jul 2020.

s. CO, Marine Wing Communication Squadron 48, 4th MAW, Great Lakes, IL, Walton, Scott R. 0202, Jul 2020.

t. CO, Marine Wing Support Squadron 471, 4th MAW, Minneapolis, MN, Spicer, Katherine A. 4402, Jul 2020.

u. CO, Combat Logistics Battalion 23, 4th MLG, Fort Lewis, WA, Bonifant, Daniel A. 0402, Apr 2020.

v. CO, Combat Logistics Battalion 25, 4th MLG, Red Bank, NJ, Sanford, Dana J. 0402, Jun 2020.

w. CO, Combat Logistics Battalion 451, 4th MLG, Charlotte, NC, Morehouse, Nathan P. 3002,

ENCLOSURE 33

Select Names Global Address List

Search: ☒ Name only ☐ More columns Address Book

harity

Go

Global Address List - craig.ullman@usmca.gov

Advanced Find

Name	Title	Business Phone	Location	Department	E-mail Address
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NAME
CONT

CDC
MARRA

CDC NORTH
HDMC
MARFORPAC

Operations Officer

Adm. de Camp

Commander
SECTION HEAD MAMP-31
Data Systems Specialist

M

Hartington AT

(b)(6), (b)(7)c

Det. Co C, 1st Bn, 23rd MARFORRES

(b)(6), (b)(7)c

To >

From >

By >

OK

Cancel

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c
Sent: Friday, November 1, 2019 7:36 AM
To: FHG_Sitrep_Distro
Cc: (b)(6), (b)(7)c
Subject: 3d ANGLICO Monthly SITREP
Attachments: 10 3d ANGLICO October 2019 SITREP.PDF
Signed By: (b)(6), (b)(7)c usmc.mil

Ladies and Gentlemen,

Attached is 3d ANGLICO's SITREP for October. Please let me know if you have any questions.

V/R,

(b)(6), (b)(7)c , USMC
Inspector-Instructor
3d Air Naval Gunfire Liaison Company
5631 Rickenbacker Road
Bell, CA 90201
Office
Cell: (b)(6), (b)(7)c
NIPR usmc.mil
SIPR: (b)(6), (b)(7)c usmc.smil.mil



3d ANGLOGO SITREP

October 2019

1. CURRENT ISSUES/TRENDS

1.A. Continue to focus on mobilization readiness, specifically MCAAT analysis/inspection Plan of Corrective Action (POCA) and preparation for our upcoming FSMAO inspection (23 March – 3 April).

2. PERSONNEL READINESS

	T/O	O/H	DRILL % MONTHLY
SMCR/USNR	214	229	81
I-I	22	20	
TOTAL	236	249	

2.A. UNIT INDIVIDUAL AUGMENTS (DETACHED)

RANK	NAME	START DATE	END DATE	SUPPORTED UNIT

2.B. UNIT MOBILIZATIONS (DETACHED):

UNIT	MO/ME/NO/NE	START DATE	END DATE	SUPPORTED UNIT
Det O	3/8/0/0	20190101	20191231	GDP RSM GLT ROTO 9

2.C. MEDICAL READINESS

FMR	PMR	NMR	MRI
194 (84.3%)	16 (7.0%)	13 (5.7%)	7 (3.0%)
Partial + Full Medical Readiness			
210 (91.3%)			

2.D. DENTAL READINESS

CLASS 1	CLASS 2	CLASS 3	CLASS 4
71 (30.9%)	153 (66.5%)	1 (0.4%)	5 (2.2%)
Partial + Full Dental Readiness			
224 (97.4%)			



3. TRAINING

3.A. INDIVIDUAL TRAINING

PFT	93%
CFT	55%
RIFLE	0%
PISTOL	0%
UMAPIT	65%
CBRN Training	0%

3.B. UNIT MET TRAINING

UNIT TRAINING STATUS												
METS	OCT	NOV	DEC	JAN	FEB	MAR	APR	MAY	JUN	JUL	AUG	SEP
Provide Task-Organized Forces						P		P		P		
Control Supporting Arms (Terminal Control)			P			P		P	P	P	P	
Establish Liaisons						P		P		P		
Conduct Fire Support Coordination			P			P		P	P	P	P	
Integrate and Operate with Joint, Interagency, Intergovernmental and Multinational Organizations						P		P		P		
P- Planned C- Conducted Training R- Rescheduled												

4. OPERATIONS

4.A. OPERATIONS CURRENT MONTH

AT/EX/OP	Dates	PAX	Location	Comments
Parachute Operation	18 October	22	Camp Pendleton, CA	
October Drill	18-20 October	178	Camp Pendleton, CA	Table 1 qualification at Edson Range

4.B. OPERATIONS NEXT MONTH

AT/EX/OP	Dates	PAX	Location	Comments
November Drill	9 November	249	AFRC, Bell, CA/Great Wolf Lodge, Garden Grove, CA	CFT and USMC Birthday Ball



5. REQUIRED SUPPORT (Action/Info)

5.A. G-1

(Info) Our focus is the MCAAT POCA. The S-1 Section continues to work corrective actions. We are on track to submit our MCAAT POCA NLT 8 November.

(Info) (b)(6), (b)(7)c , Site Support Admin Chief, and (b)(6), (b)(7)c Site Support Admin Clerk, attended the Senior Personnel Administrator Training in New Orleans, LA from 15-18 October.

5.B. G-3

(Info) (b)(6), (b)(7)c from 3d BDE Plt are enrolled in the Sergeants Course and Career Course Weekend Seminar Program respectively. They completed their second weekend seminar in New Orleans, LA from 12-13 October. Their next seminar dates are 2-3 November (b)(6), (b)(7)c and 16-17 November (b)(6), (b)(7)c .

(Info) (b)(6), (b)(7)c , Site Support Operations Chief, graduated from the Basic Airborne Course at Fort Benning, GA on 11 October. (b)(6), (b)(7)c (3d BDE Plt), (b)(6), (b)(7)c (3d BDE Plt), and (b)(6), (b)(7)c (HQ) are currently attending the Basic Airborne Course from 17 October – 08 November.

(Info) (b)(6), (b)(7)c (3d BDE Plt) is currently attending the Marine Advisor Course at Fort Story, VA from 20 October – 8 November.

(Info) (b)(6), (b)(7)c (HQ) is currently attending the JFO Course 1-20 at EWTGPAC from 27 October – 8 November.

(Info) (b)(6), (b)(7)c from 1st BDE Plt are currently attending the Exercise African Lion 20 Main Planning Event (MPE) from 28 October – 8 November in Tunisia and Morocco.

(Info) (b)(6), (b)(7)c (2d BDE Plt) and (b)(6), (b)(7)c (Asst I-I) will attend the Allied MPE for Exercise Maple Resolve 20 at Garrison Petawawa in Ontario, Canada from 13-14 November.

(Info) (b)(6), (b)(7)c from 2d BDE Plt will attend TACP Course 1-20 at EWTGPAC from 13 November – 20 December.

5.C. G-4/Facilities

(Info) The focus for the S-4/Supply is FSMAO preparation and completion of remaining Equipment Optimization Plan (EOP) service requests.

(Info) (b)(6), (b)(7)c from FHG G-4 conducted their first assist visit in support of our FSMAO inspection preparation from 8-10 October. Since GCSS-MC was down during their visit, they focused on reviewing the turnover binders and desktop procedures. Once GCSS-MC was operational again, (b)(6), (b)(7)c provided feedback on our GCSS-MC reports. Based on his feedback, (b)(6), (b)(7)c , new Site Support MMO, is working with the sections on required actions to correct deficiencies identified by (b)(6), (b)(7)c

(Info) We requested 13-17 January for our next FHG G-4 assist visit. We also requested MFR and/or FHG representatives for each section – Maintenance Management, Supply, Motor T, Ordnance, and Communications.



5.D. G-6

(Info) Our MRC-145 vehicles are scheduled to be in Camp Lejeune NLT 10 January 2020 for their upgrade. We received our 2 dead-lined MRC-145 vehicles from IMA in preparation for the movement to Camp Lejeune.

5.E. G-7

(Info) We were notified that our Financial Management Assessment by MFR Comptroller Department will occur in January 2020.

COMMANDER'S COMMENTS

3d ANGLICO remains focused on being ready, relevant, and capable. We had another productive drill in October, with our focus being on Table I of the Rifle Range. Owing to the additional ranges over the past year, to include a remedial rifle range for those of our shooters who had trouble last time, marksmanship within the company has improved. Meanwhile the staff, which includes a number of new principal staff officers, is quickly gelling. We are ramping up for a three-day Brigade Platoon-level Field Drill in December, which will provide a great opportunity for the Platoon Commanders to plan and execute training at their level (more on that below). Early next year, we will face a series of personnel rotations similar in scope to what we face last year, with the return of our GLT Marines, the deployment of another detachment, and the onward movement of some of our key leaders.

Administration. As mentioned in last month's report, we continue face pay issues within the Company. While the majority of these have been resolved over the past month, we still have work ahead of us — particularly in the realm of effectively communicating to Marines the implications of pay checkages (which a number of Marines experienced following the MCAAT inspection) and travel claim settlements. Owing to a number of concerns on both of these fronts, we set up a helpdesk of sorts to assist Marines with these issues, and I am receiving regular updates on resolution of pay issues.

GLT. I will pass along an update from our GLT Detachment when I receive it in the coming days. The detachment has been working on the details of their retrograde. They are expected to arrive back to us in November. Following a period of leave and respite, we expect the Marines to resume drilling with us on/about March drill. Looking forward to ROTO 11, we will be sending a talented SSgt JTAC to support the GLT. For a brief interval in October, we were tasked with filling a full Detachment, and I am proud to report that we had a large number of volunteers for that mobilization despite the short timeline and the uncertainty surrounding it. These Marines will be ready to go when called upon, ideally as a Detachment in support of ROTO 12.

December. Our three-day field drill in December will mark our first opportunity to implement a training progression model that the staff designed during their spring planning conference. The purpose of this training progression is to produce combat capable elements who can be tasked with ANGLICO mission sets across the competition continuum. December's drill will provide an opportunity for Brigade Platoon Commanders to focus their training on the basic Supporting Arms Liaison Team (SALT)-level skills. The platoons will tailor their training to the requirements of their Marines, building the capability of SALTs in key areas such as terminal control, fire support coordination, fieldcraft, and communications.



Subsequent extended field drills later in the FY will provide further opportunities to build capacity and advance to higher stages in the training continuum.

Key events in the coming months:

- November — Birthday Ball
- December — Field Drill — Brigade-level Training, Camp Pendleton; Airborne Operation
- January — Dark

Semper Fidelis,

(b)(6), (b)(7)c

I-I

It was a busy start to FY 20. (b)(6), (b)(7)c from FHG G-4 conducted their first assist visit from 8-10 October in support of our upcoming FSMAO inspection, 23 March – 3 April. We appreciate their time, expertise, and feedback. We are taking action on the deficiencies that they identified. We will remain engaged with the FHG G-4 staff and look forward to the next assist visit in January. Our S-1 Section continued to focus on our MCAAT POCA, pay-related issues, and implementing sustainable administrative processes to ensure we continue our forward progress following the MCAAT inspection. We are on track to submit our MCAAT POCA NLT 8 November to allow time for routing through FHG and MFR to HQMC by the 19 November deadline. We supported the execution of a parachute operation on 18 October. From 18-20 October, we supported the execution of the company's drill at Camp Pendleton for their Table 1 qualification at Edson Range. We executed 11 military funeral honors tasked by HQMC in the LA area from 17-31 October. We also supported HQMC Casualty Branch with family notifications for two Marines killed during World War II whose remains were recovered, and executed one CACO notification during that same timeframe. November is a slow month operationally with drill on 9 November, consisting of a CFT in the morning followed by the Marine Corps Birthday Ball at the Great Wolf Lodge in Garden Grove, CA in the evening. On 2 November, we will attend the UCLA vs. Colorado football game at the Rose Bowl. It is UCLA's Veterans and Armed Forces Appreciation Game. In November, we will continue to focus on fixing our administrative deficiencies and FSMAO preparation.

Semper Fidelis,

(b)(6), (b)(7)c

Veramo is a mobile payment service owned by PayPal. Veramo account holders can transfer funds to others via a mobile phone app, both the sender and receiver have to live in the U.S. Veramo is a type of payment rail that handled \$12 billion in transactions in the first quarter of 2018.¹¹²¹

Since 2008, each transfers using Venmo have not been instantaneous and could be canceled after an initial transfer is sent. Like traditional wire transfer they can take one to three business days to become final. In January 2018, [3] PayPal rolled out an instant transfer feature on Venmo, allowing users to deposit funds to their debit cards typically within 30 minutes. A 1% fee is deducted from the amount for each transfer, while the standard bank transfer typically completed within 1–3 business days is available for no fee.¹⁶

- Contents (xvii)**
- 1 Product:**
 - 1.1 Verano MasterCard
 - 1.2 Social component
 - 1.3 Security
- 2 History**
- 3 References**
- 4 External links**

Product | edit |

Users create an account via a mobile app or website and provide basic information and bank account information. Recipients of transactions can be found via phone number, Venmo username, or email.

Users have a Venmo balance that is used for their transactions. They can link their bank accounts, debit cards, or credit cards, to their Venmo account; alternatively users can order a Venmo MasterCard and pay through it.¹³⁹ Paying with a bank account or debit card is free. Debit payments via credit card have a 3% fee for each transaction.¹⁴⁰ Some credit card providers may charge cash advance fees for Venmo payments.¹⁴¹ If a user does not have enough funds in the account when making a transaction it will automatically withdraw the necessary funds from the registered bank account or card.

When users first create an account, total transactions cannot exceed \$799.99 until their identity is verified.¹⁰⁹ After their identity has been verified, users can send up to \$2,999.99 in each seven day period.¹¹⁰

Yenmo MasterCard

In 2010, Venmo released a new physical debit card available for users.¹⁴⁰ The card runs on the MasterCard network and offers ATM access and overdraft protection. It can be used anywhere that accepts MasterCard, and it enables up to \$400 in daily ATM withdrawals. Although transactions at non-Venmo-Point-of-Arms come with at least \$2.50 in withdrawal fees,¹⁴¹

In addition, the service offers a reward function, which, when enabled, takes money from a user's linked checking account in \$10 increments as their Venmo balance drops too low to cover a purchase. Customers could be subject to fees or other consequences from their bank if they overdraw that account.¹⁵ Card purchases show up in a user's Venmo transaction history, and the card can be canceled from within the app.¹⁶ These features make the card similar to a traditional bank debit card, but adds the ability to directly track spending.

Venmo

Original author(s) Andrew Korman
Developer(s) Andrew Korman
Initial release 2009, 10 years ago
Platform iOS, Android, Web
Available in English
Website venmo.com

Social component [edit]

Venmo includes social networking interaction. It was created so friends could quickly split bills, whether that is for movies, dinner, rent, tickets, etc. When a user makes a transaction, the transaction details (stripped of the payment amount) are shared on the user's "news feed" and to the user's network of friends.^[13] This mimics that of a social media feed. There is a "world wide Venmo feed", a "friends only" feed, and then personal feed. Venmo encourages social interaction on the application through comments using jokes or emojis and/or likes. Early on, Venmo required new users to sign up through Facebook, which made it easy to find peers they wanted to pay and also provided Venmo with free marketing.^[14] For users not friends on Facebook, the application allowed the opportunity to search by username and phone number. Profiles are personalized with profile pictures, usernames and Venmo transaction history. The transactions can be made private, but most users keep the default and do not change the privacy settings.^[14] Venmo does not have either buyer or seller protection.^[15]

Venmo includes three social feeds: a public feed, a friends feed, and a private feed. By default, all Venmo transactions are shared publicly. Anyone who opens the app to the public feed, including people who do not themselves use Venmo, can see these publicly shared posts. The privacy settings can be changed so that all posts are either shared only with a user's Venmo contacts, or even kept private. If posts are shared only with contacts, they still appear in a friends feed, whereas private transactions are only visible to the two parties involved in the transaction. If two users involved in a single transaction have differing privacy settings, Venmo applies the more restrictive level. Users can override their overall preference for any individual transaction, including after the transaction has been made.^[17]

Each transaction includes a description of what the payment is for in text, emoji, or both. This description is required to complete the transaction, but Venmo does not enforce content requirements (e.g., someone could describe the transaction as "nothing"). Venmo recommends emoji when a common expense is entered as the description. Overall, 30% of Venmo transactions include at least one emoji.^[17]

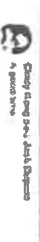
Regardless of a transaction's privacy, only the two people involved in a transaction can see the transaction's amount. Transactions are persistent within the feed and scroll infinitely. A previous transaction may be difficult to reveal if a user or their contacts have many transactions.^[17]

Venmo's social model has attracted attention from researchers. A research group from University of Washington observes that the social feed in Venmo differs from other social networks in that activity is driven by financial transactions. A user could make a virtual transaction to make a post (e.g., sending someone \$0.01, or requesting \$0.02), but only one participant in their studies reported ever doing this. Further, neither reading the feed nor sharing a transaction memo publicly or with friends is necessary to send or receive money.^[17]

On Venmo, people interact with both friends and businesses via the app.^[18] Analysis of public transactions identifies a spectrum of use patterns, from regular users who create transactions for a variety of expenses, to niche users who use Venmo with a small cluster of friends to pay for just a few things (e.g., bills among roommates).

Security [edit]

Venmo has claimed that its security is bank-grade, and that personal and financial data are encrypted and protected on secure servers to guard against any unauthorized transactions.^[19] Journalists, security researchers, the California Department of Business Oversight (DOBS) and the Federal Trade Commission have all disputed these claims.^{[20][21]} In February 2018, the FTC settled with Venmo, after an investigation uncovered false representations about "bank grade" security and failures to comply with the Gramm-Leach-Bliley Safeguards Rule and Privacy Rule (317). Under the settlement, Venmo will be required to undergo third-party audits every two years for the next ten years. The FTC also complained that Venmo misled consumers about the extent to which they could control the privacy of their transactions" and misrepresented the availability of funds for withdrawal.^[23] Venmo states that customers need not worry about their security or privacy, and encourages users to set up a PIN to increase security.^[24] On July 17 2018, The Guardian^[27] released an article showing that Venmo is insecure because privacy protection is not set by default. According to the researcher who found this privacy issue, Venmo publishes all transactions along with names openly into the World Wide Web. The Better Business Bureau has reported that some scammers exploit the cancellation period to appeal to pay, but ultimately avoid paying for an item.^[28]



History | 681

Venmo was founded by Andrew Kortina and Iqram Magdon-Essam, who met as freshman roommates at the University of Pennsylvania. According to Kortina, the duo were initially inspired to create a transaction solution while, in the process of helping start a friend's yogurt shop, they "realized how horrible traditional point of sale software was." At a local jazz show, Kortina and Magdon-Essam conceived the idea of instantly buying an MP3 of the show via text message. Finally, the idea was cemented when Magdon-Essam forgot his wallet during a trip to visit Kortina. The process of settling their debt was a considerable inconvenience, especially compared to the possibility of mobile phone-based transactions. Shortly after, they began working on a way to send money through mobile phones.^[29] Their original prototype sent money through text messages, but they eventually transitioned from text messages to a smartphone app.^[30]

In May 2010, the company raised \$1.2 million of seed money in a financing round led by RRE Ventures.^{[31][32]}

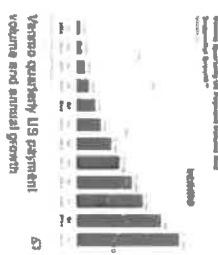
In 2012, the company was acquired by Braintree for \$26.2 million.^{[33][34][35]}

In December 2013, PayPal acquired Braintree for \$800 million.^{[36][37][38]}

Prior to October 2015, Venmo prohibited merchants from accepting Venmo payments. On January 27, 2016, PayPal announced that Venmo was working with select merchants who would accept Venmo as payment. Initial launch partners included Manchester and Gametime.^[39] All merchants that accept PayPal can now accept Venmo.^[40] As of May 2018, Venmo's merchant product did not permit "selling goods or services in person".^[41] However, research also mobile payment trends among mom-and-pop restaurants in New York City that month revealed a grey market use case whereby some Chinese takeouts and food trucks used personal Venmo QR codes to accept payments from customers. This QR payment behavior was similar to that used via Chinese mobile applications WeChat and Alipay within these same establishments.^[41]

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(b)(6), (b)(7)c

(b)(6), (b)(7)c

From: (b)(6), (b)(7)c
Sent: Friday, November 1, 2019 6:14 PM
To: (b)(6), (b)(7)c
Subject: LOGBOOK
Attachments: LOGBOOK.pdf
Signed By: (b)(6), (b)(7)c @usmc.mil

Good Evening Sir,

I've attached the scanned logbook, as requested.

Respectfully,

(b)(6), (b)(7)c
3D ANGLICO MARFORRES
BELL, CA 90201
COMM: (b)(6), (b)(7)c

"We won't be distracted by comparison if we are captivated with purpose."

"FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE: ANY MISUSE OR UNAUTHORIZED DISCLOSURE MAY RESULT IN BOTH CIVIL AND CRIMINAL PENALTIES"

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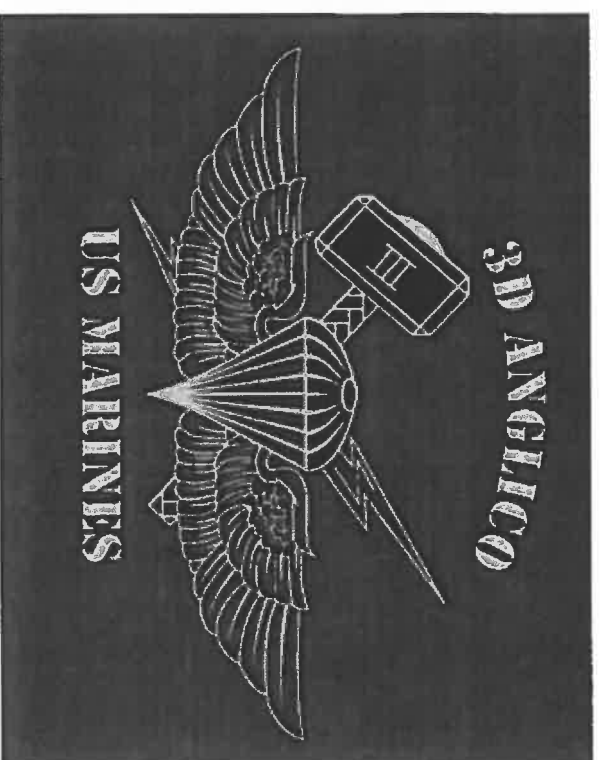
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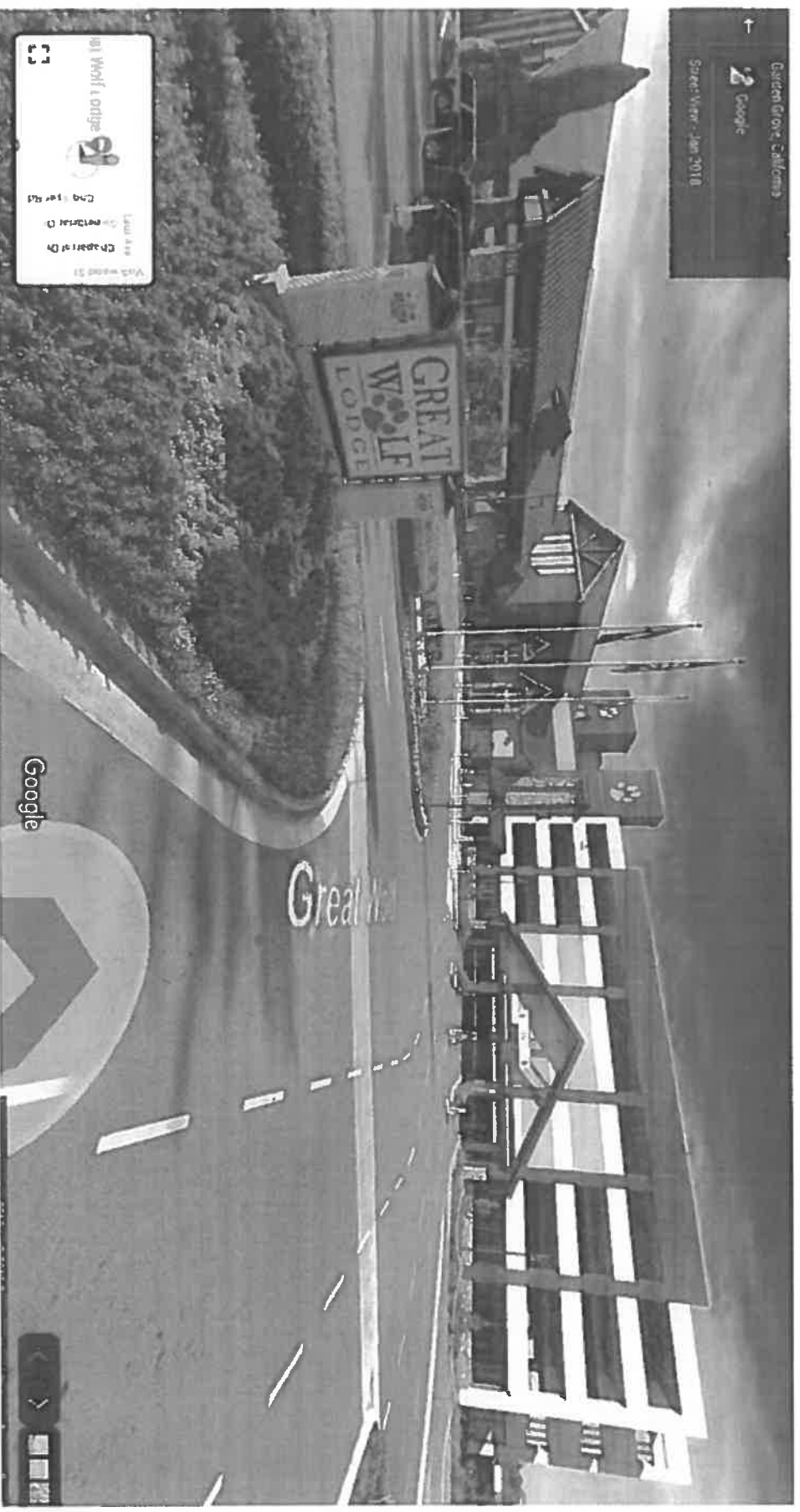
3D ANGLICO 2019 USMC 244th Birthday Ball



November 09, 2019

Parking

- Parking will be all of 3rd level for the Ball w/ direct access to the venue. (Make sure you validate your parking ticket at the ceremony check-in table. All who booked a room at GWL have free parking)



Security

- **Force Pro Liaison (I&I Staff)**

- (b)(6), (b)(7)c

- **Local Law Enforcements**

- **Garden Grove PD and Anaheim PD**

- **Great Wolf Lodge Security**

- **(714) 530 – 9653 ext. 5127**

- **@greatwolf.com**

(b)(6), (b)(7)c

(b)(6), (b)(7)c

Attire

- **Marines**
 - **Dress Blue Alphas**
 - **Evening Dress**

**** Dress Blue Alphas are not authorized for wear outside of the event. If you plan to go out following the event you must either change into Dress Blue Bravo's or appropriate civilian attire.**

- **Navy**
 - **Dress Whites**

- **Other services**
 - **Dress Blue Alpha equivalent**

- **Male guests**
 - **Tuxedo / Suit**

- **Female Guests**
 - **Evening Dress that extends at or below the knees**

Seating

TBD

**You can reserve your
seats once you pay**

(b)(6), (b)(7)c

There

**are 10 seats per
table.**

Payment

E-8/E-9/ O-3 & Above	\$100.00
E-6/E-7/ O-1 & O-2	\$80.00
NCO's	\$65.00
LCpl's and below	\$55.00
Anglico Alumni	\$60.00
Civilian Guests (Not Dates)	\$60.00

Tickets payments will be accepted thru Venmo/ Zelle/Cash/Check

Venmo to

Zelle to

(b)(6), (b)(7)c

There will be a logbook. An excel spreadsheet for documentation will be posted in
Share drive and will be updated weekly.

Ball Details

- 2x Captains
- 2x GvSets
- 2x SSgts
- 2x Sgts
- 2x Cpls
- 2x LCpls
- 4x Cake Detils
- Narrator 2BDE _____?
- 2x Audio Visual _____
- Chaplin _____?

(b)(6), (b)(7)c
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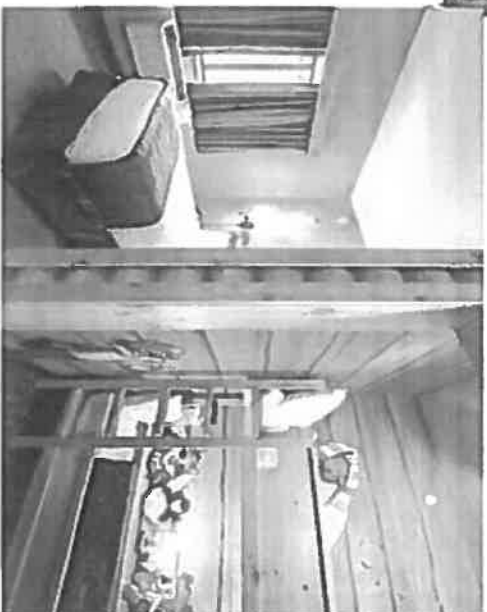
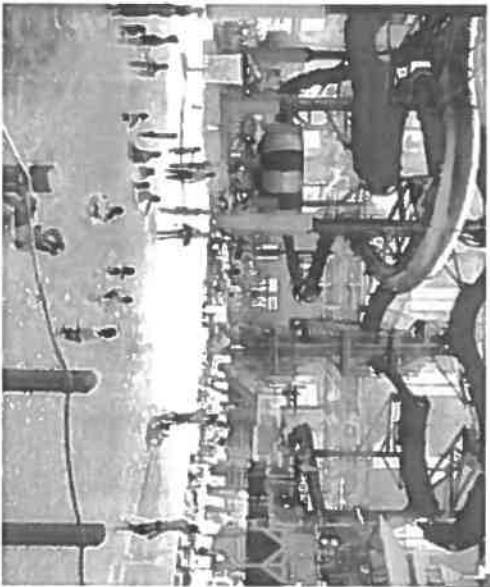
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ATT)

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—?

ANAHEIM, CA



Schedule of Events

- 1100 – 1500 Ball set-up and rehearsal
- 1800 Ball detail accountability
- 1800 – 1900 Cocktail Hour
- 1845 Ball detail staged for ceremony
- 1900 – 1945 Ball Ceremony
- 1945 – 2100 Dinner
- 2100 – 2359 Dancing

PRICES AS OF September 2019

Payment

E-8/E-9/ O-3 & Above	\$105.00
E-6/E-7/ O-1 & O-2	\$85.00
NCO's	\$70.00
LCpl's and below	\$60.00
Anglico Alumni	\$65.00
Civilian Guests (Not Dates)	\$65.00

Tickets payments will be accepted thru Venmo/ Zelle/Cash/Check

Venmo
Zelle

(b)(6), (b)(7)c

There will be a logbook. An excel spreadsheet for documentation will be posted in Share drive and will be updated weekly.

Meal

- *Includes Gold Peak Iced Tea, Freshly Brewed Coffee, Assorted Teas and Fresh Bread and Butter*

Salad

- *Green Salad*
- *Caesar Salad*
- *Crisp Romaine, Shaved Parmesan and Garlic Croutons*

Steak House

- *Bone-in Filet Mignon, Center Cut Rib Eye, New York Strip Steak, Braised Short Ribs, Frenched Veal Chop or Frenched Colorado Lamb Chop*

Fish Market

- *Wild Salmon, Chilean Sea Bass, Jumbo Citrus Scented Shrimp or Broiled Lobster Tail*

Poultry

- *French Chicken Breast, Parmesan Crust or Herb Marinated*
- *Farmer's Market*
- *Seasonal Roasted Vegetable Skillet, Vegetable Bolognese with Penne Pasta, Vegetable Pot Pie*

Dessert

- *Chocolate Mousse, Chocolate Cheesecake or Mango Cheesecake*

Bar

Prices based per drink.

Bar	Host	Cash
Wine	8	9
Beer - Domestic	6	7
Beer - Imported	7	8
Premium	8	9
Super Premium	9	10
Ultra Premium	11	12
After Dinner	12	14

Brining your own alcohol into the venue is not authorized and could result in a fine imposed by the venue.

Be responsible if you plan to drink. This is a formal event and you are representing a professional organization. If you plan to go out following the event travel in pairs, don't drink and drive, and take care of one another.

Hotels

Multiple 3 through 4 stars hotels along South Harbor Blvd within 2mi. Radius averaging \$150 and up on 9 November 2019

- There are currently 10 blocked hotel rooms at Great Wolf Lodge for \$309 (including tax). You will access to:
 - Entire water park the day of check-in and the day after
- Once 10 blocked rooms are full, the venue will open 10 more for those who wish to book a room at same rate and keep on doing so until 9 November 2019

Join us for our Annual "JASCO BALL"

At the Great Wolf Lodge Garden Grove
12681 Harbor Blvd. Garden Grove CA 92840
November 9th 2019 1800-2300



E-8/E-9/ O-3 & Above	\$100.00
E-6/E-7/ O-1 & O-2	\$80.00
NCO's	\$65.00
LCpl's and below	\$55.00
Anglico Alumni	\$60.00
Civilian Guests (Not Dates)	\$60.00

Tickets payments will be accepted
thru Venmo/ Zelle/Cash/Check
Zelle to Antonio Castillo

(b)(6), (b)(7)c

com



@Antonio-Castillo-07



venmo